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Area Wage Survey

Kansas City, Missouri-Kansas, Metropolitan Area September 1982

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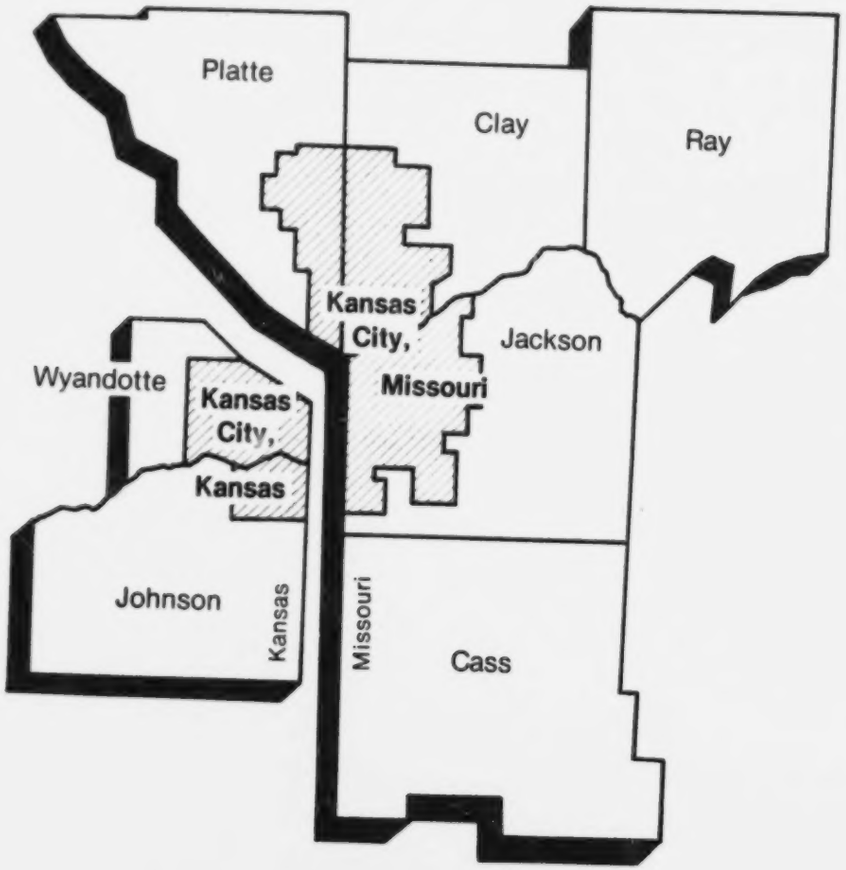
U.S. Department of Labor
Bureau of Labor Statistics

Bulletin 3015-49



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Preface

This bulletin provides results of a September 1982 survey of occupational earnings and employee benefits in the Kansas City, Mo.-Kans., Standard Metropolitan Statistical Area. The survey was made as part of the Bureau of Labor Statistics' annual area wage survey program. It was conducted by the Bureau's regional office in Kansas City, Mo., under the general direction of Edward Chaiken, Assistant Regional Commissioner for Operations. The survey could not have been accomplished without the cooperation of the many firms whose wage and salary data provided the basis for the statistical information in this bulletin. The Bureau wishes to express sincere appreciation for the cooperation received.

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Note:

Reports on occupational earnings and supplementary wage provisions in the Kansas City area are available for the contract cleaning services (July 1981), department stores (June 1981), hospitals (October 1981), and nursing and personal care facilities (May 1981) industries. These reports are available from the Bureau's Regional Offices. Regional Offices also have available five summary releases: *Occupational Earnings and Wage Trends in Metropolitan Areas* (3 parts); *Occupational Earnings in All Metropolitan Areas* (combined); and *Wage Differences Among Metropolitan Areas.*

A summary bulletin, *Area Wage Surveys, Selected Metropolitan Areas,* provides wage data for the 70 areas in the Area Wage Survey program. This annual bulletin may be purchased from the Superintendent of Documents or from BLS Regional Offices.

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Area Wage Survey

Kansas City, Missouri-Kansas, Metropolitan Area September 1982

U.S. Department of Labor
Raymond J. Donovan, Secretary

Bureau of Labor Statistics
Janet L. Norwood,
Commissioner

December 1982

Bulletin 3015-49

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Introduction

This area is 1 of 72 in which the U.S. Department of Labor's Bureau of Labor Statistics conducts surveys of occupational earnings and related benefits. (See list of areas on inside back cover.) In each area, earnings data for selected occupations (A-series tables) are collected annually. Information on establishment practices and supplementary wage benefits (B-series tables) is obtained every third year.

A major consideration in the area wage survey program is the need to describe the level and movement of wages in a variety of labor markets, through the analysis of (1) the level and distribution of wages by occupation, and (2) the movement of wages by occupational category and skill level. The program develops information that may be used for many purposes, including wage and salary administration, collective bargaining, and assistance in determining plant location. Survey results also are used by the U.S. Department of Labor to make wage determinations under the Service Contract Act of 1965.

A-series tables

Tables A-1 through A-6 provide estimates of straight-time weekly or hourly earnings for workers in occupations common to a variety of manufacturing and nonmanufacturing industries. Where possible, occupations with related duties (e.g. accounting clerks and payroll clerks) are clustered to facilitate comparison. The occupations are defined in appendix B. For the 31 largest survey areas, tables A-12 through A-17 provide similar data for establishments employing 500 workers or more.

Table A-7 provides indexes and percent changes in average hourly earnings for office clerical workers, electronic data processing workers, industrial nurses, skilled maintenance trades workers, and unskilled plant workers. Where possible, data are presented for all industries and for manufacturing and nonmanufacturing separately. Data are not presented for skilled maintenance workers in nonmanufacturing because the number of workers employed in this occupational group in nonmanufacturing is too small to warrant separate presentation. This table provides a measure of wage trends after elimination of changes in average earnings caused by employment shifts among establishments as well as turnover of establishments included in survey samples. For further details, see appendix A.

Tables A-8 through A-11 provide measures of pay relationships in establishments. These measures may differ considerably from the pay relationships of overall area averages published in tables A-1 through A-6. See appendix A for details.

B-series tables

The B-series tables present information on minimum entrance salaries for inexperienced typists and clerks; late-shift pay provisions and practices for production and related workers in manufacturing; and data separately for production and related workers and office workers on scheduled weekly hours and days of first-shift workers; paid holidays; paid vacations; health, insurance, and pension plan provisions; and health plan participation.

Appendixes

Appendix A describes the methods and concepts used in the area wage survey program. It provides information on the scope of the area survey, the area's industrial composition in manufacturing, and labor-management agreement coverage.

Appendix B provides job descriptions used by Bureau field representatives to classify workers by occupation.

Table A-1. Weekly earnings of office workers in Kansas City, Mo.-Kans., September 1982

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[1]			Number of workers receiving straight-time weekly earnings (in dollars) of —																				
			Mean[2]	Median[2]	Middle range[2]	130 and under 140	140 – 160	160 – 180	180 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 440	440 – 460	460 – 480	480 – 500	500 – 520	520 and over
Secretaries	2,725	39.5	292.00	278.50	242.50– 331.00	–	4	80	82	169	284	381	381	331	241	145	157	124	97	87	52	39	16	18	12	25
Manufacturing	801	40.0	296.00	286.00	251.00– 331.00	–	–	4	9	53	59	133	92	123	81	66	59	56	21	5	13	8	1	2	7	9
Nonmanufacturing	1,924	39.0	290.50	277.00	239.00– 330.50	–	4	76	73	116	225	248	289	208	160	79	98	68	76	82	39	31	15	16	5	16
Transportation and utilities	306	40.0	378.50	385.50	324.00– 416.50	–	–	–	–	–	–	3	21	23	28	11	20	38	44	55	14	23	4	9	5	8
Secretaries I	671	39.0	236.50	229.50	203.00– 261.50	–	4	73	71	127	138	86	74	28	19	9	12	13	14	–	1	–	–	–	2	–
Manufacturing	105	40.0	241.50	220.00	210.00– 242.00	–	–	–	9	43	16	16	5	3	4	2	2	1	1	–	1	–	–	–	2	–
Nonmanufacturing	566	39.0	235.50	229.50	201.50– 264.00	–	4	73	62	84	122	70	69	25	15	7	10	12	13	–	–	–	–	–	–	–
Transportation and utilities	71	40.0	322.50	318.50	276.50– 368.00	–	–	–	–	–	–	2	21	6	7	6	7	12	10	–	–	–	–	–	–	–
Secretaries II	408	40.0	256.50	249.00	233.50– 277.00	–	–	7	11	31	66	136	94	32	19	–	4	–	–	–	3	–	–	1	4	–
Manufacturing	153	40.0	262.50	252.50	244.00– 270.50	–	–	4	–	3	16	75	23	24	2	–	–	–	–	–	3	–	–	1	2	–
Nonmanufacturing	255	39.5	253.00	247.50	228.50– 277.00	–	–	3	11	28	50	61	71	8	17	–	4	–	–	–	–	–	–	–	2	–
Secretaries III	925	39.5	314.00	302.00	271.50– 346.00	–	–	–	–	11	60	91	117	170	134	71	83	47	39	60	12	5	1	8	4	12
Manufacturing	357	40.0	304.50	302.00	275.00– 326.00	–	–	–	–	7	27	24	35	76	67	47	42	14	2	–	6	1	–	1	3	5
Nonmanufacturing	568	39.0	320.50	300.00	270.00– 369.50	–	–	–	–	4	33	67	82	94	67	24	41	33	37	60	6	4	1	7	1	7
Transportation and utilities	158	40.0	384.00	392.50	347.50– 411.00	–	–	–	–	–	–	1	–	17	14	3	9	20	28	48	3	2	1	4	1	7
Secretaries IV	522	40.0	320.00	302.00	269.50– 352.00	–	–	–	–	–	20	63	84	87	57	44	44	39	18	9	20	20	7	2	–	8
Manufacturing	119	40.0	318.00	306.00	269.00– 367.00	–	–	–	–	–	–	18	21	18	8	9	12	20	9	2	1	–	–	–	–	1
Nonmanufacturing	403	40.0	320.50	300.00	270.50– 347.50	–	–	–	–	–	20	45	63	69	49	35	32	19	9	7	19	20	7	2	–	7
Transportation and utilities	47	40.0	412.50	424.00	385.50– 442.00	–	–	–	–	–	–	–	–	–	1	2	4	4	6	5	6	18	–	–	–	1
Secretaries V	149	40.0	398.50	395.00	360.00– 438.50	–	–	–	–	–	–	–	8	4	4	13	6	24	21	17	16	14	8	7	2	5
Manufacturing	67	39.5	376.50	369.50	335.00– 395.50	–	–	–	–	–	–	–	8	2	–	8	3	21	9	3	2	7	1	–	–	3
Nonmanufacturing	82	40.0	416.00	415.00	385.00– 448.50	–	–	–	–	–	–	–	–	2	4	5	3	3	12	14	14	7	7	7	2	2
Stenographers	442	40.0	321.00	328.00	245.00– 392.00	–	6	9	8	14	64	58	26	11	18	47	35	11	35	23	11	31	24	6	5	–
Manufacturing	177	40.0	294.50	264.50	232.00– 338.50	–	–	–	–	6	58	19	14	9	2	28	15	4	–	–	4	3	5	5	3	–
Nonmanufacturing	265	40.0	339.00	350.50	255.00– 402.50	–	6	9	8	6	6	39	12	2	16	19	20	7	35	23	7	28	19	1	2	–
Transportation and utilities	189	40.0	381.00	392.00	328.00– 444.50	–	–	–	–	–	3	9	6	2	14	18	19	3	35	23	7	26	19	1	2	–
Stenographers I	225	39.5	289.50	255.00	226.00– 332.00	–	6	9	2	13	59	41	14	9	3	16	–	3	–	15	1	17	17	–	–	–
Manufacturing	131	40.0	263.00	240.00	226.00– 261.50	–	–	–	–	8	58	18	14	9	2	15	–	2	–	–	1	1	3	–	–	–
Nonmanufacturing	94	39.5	327.00	318.50	254.50– 450.50	–	6	9	2	5	1	23	–	–	1	1	–	1	–	15	–	16	14	–	–	–
Transportation and utilities	49	40.0	428.00	450.50	402.50– 461.50	–	–	–	–	–	1	1	–	–	–	1	–	1	–	15	–	16	14	–	–	–
Stenographers II	217	40.0	354.00	350.50	308.00– 392.00	–	–	–	–	6	1	5	17	12	2	15	31	35	8	35	8	10	14	7	6	5
Nonmanufacturing	171	40.0	346.00	350.50	300.50– 392.00	–	–	–	–	6	1	5	16	12	2	15	18	20	6	35	8	7	12	5	1	2
Transportation and utilities	140	40.0	365.00	376.00	328.00– 395.50	–	–	–	–	–	2	8	6	2	14	17	19	2	35	8	7	12	5	1	2	–
Transcribing-machine typists	349	38.0	232.00	230.00	201.00– 246.50	–	–	22	61	63	52	102	12	24	1	2	1	–	–	–	3	6	–	–	–	–
Manufacturing	56	40.0	221.00	230.00	204.50– 238.00	–	–	–	14	7	24	9	–	2	–	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	293	38.0	234.50	232.00	201.00– 246.50	–	–	22	47	56	28	93	12	22	1	2	1	–	–	–	3	6	–	–	–	–
Typists	939	39.0	212.50	197.50	169.50– 239.00	–	91	228	199	123	75	76	44	29	18	8	22	7	5	1	–	2	1	10	–	–
Manufacturing	196	39.5	211.50	200.00	184.50– 220.50	–	–	39	54	47	19	11	8	7	4	4	–	3	–	–	–	–	–	–	–	–
Nonmanufacturing	743	39.0	212.50	194.50	169.50– 239.50	–	91	189	145	76	56	65	36	22	14	4	22	4	5	1	–	2	1	10	–	–
Transportation and utilities	111	39.5	308.00	300.00	243.00– 352.00	–	–	1	13	8	5	7	6	16	9	4	19	4	5	1	–	2	1	10	–	–
Typists I	566	39.0	201.00	182.50	167.50– 219.00	–	89	180	97	60	33	33	32	16	9	2	3	2	–	–	–	–	–	10	–	–
Manufacturing	133	40.0	195.00	189.50	175.00– 204.50	–	–	39	48	31	5	5	4	1	–	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	433	38.5	202.50	169.50	162.50– 232.50	–	89	141	49	29	28	28	28	15	9	2	3	2	–	–	–	–	–	10	–	–
Transportation and utilities	52	40.0	319.50	299.00	260.00– 346.50	–	–	1	5	–	4	3	2	12	8	2	3	2	–	–	–	–	–	10	–	–

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Kansas City, Mo.-Kans., September 1982 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[1]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[2]	Median[3]	Middle range[4]	130 and under 140	140 – 160	160 – 180	180 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 440	440 – 460	460 – 480	480 – 500	500 – 520	520 and over
Typists II	373	39.5	230.50	205.50	194.50– 249.50	-	2	48	102	63	42	43	12	13	9	6	19	5	5	1	-	2	1	-	-	-
Manufacturing	63	39.5	247.00	223.00	201.00– 282.50	-	-	-	6	16	14	6	4	6	4	4	-	3	-	-	-	-	-	-	-	-
Nonmanufacturing	310	39.5	227.00	200.00	193.00– 249.50	-	2	48	96	47	28	37	8	7	5	2	19	2	5	1	-	2	1	-	-	-
Transportation and utilities	59	39.5	298.00	316.00	204.50– 352.00	-	-	-	8	8	1	4	4	4	1	2	16	2	5	1	-	2	1	-	-	-
File clerks	665	38.5	202.50	182.50	162.00– 256.50	52	110	151	129	11	4	135	28	11	5	5	1	10	-	6	1	3	2	1	-	-
Nonmanufacturing	639	38.0	201.50	181.00	159.50– 256.50	52	109	151	119	8	4	132	25	5	5	5	1	7	-	6	1	3	2	1	-	-
Transportation and utilities	39	40.0	354.00	380.00	306.00– 402.50	-	-	-	-	1	1	-	4	2	5	5	1	7	-	6	1	3	2	1	-	-
File clerks I	384	39.0	169.50	167.50	143.50– 184.00	52	107	124	75	6	2	11	-	3	-	2	-	2	-	-	-	-	-	-	-	-
Nonmanufacturing	381	39.0	169.50	167.50	143.50– 184.00	52	106	124	73	6	2	11	-	3	-	2	-	2	-	-	-	-	-	-	-	-
File clerks II	212	36.5	237.50	256.50	196.50– 256.50	-	3	27	35	2	2	121	13	1	1	1	1	2	-	-	-	3	-	-	-	-
Nonmanufacturing	207	36.5	236.50	256.50	196.50– 256.50	-	3	27	30	2	2	121	13	1	1	1	1	2	-	-	-	3	-	-	-	-
File clerks III	69	38.5	276.50	262.50	181.00– 335.00	-	-	-	19	3	-	3	15	7	4	2	-	6	-	6	1	-	2	1	-	-
Nonmanufacturing	51	38.0	288.50	262.50	181.00– 368.00	-	-	-	16	-	-	-	12	1	4	2	-	6	-	6	1	-	2	1	-	-
Messengers	225	38.0	203.50	184.50	171.50– 256.50	-	30	63	50	11	4	47	14	3	-	-	-	-	-	1	1	1	-	-	-	-
Nonmanufacturing	191	38.0	205.50	184.50	171.50– 256.50	-	30	48	38	9	2	46	13	3	-	-	-	-	-	1	1	-	-	-	-	-
Receptionists	59	39.5	231.50	221.00	205.50– 234.50	-	-	4	3	14	24	2	4	5	-	1	1	-	1	-	-	-	-	-	-	-
Switchboard operators	214	40.0	198.50	184.00	164.00– 230.00	1	47	56	30	18	34	12	1	5	2	1	2	2	-	-	-	-	-	1	2	-
Nonmanufacturing	196	40.0	191.00	173.00	163.00– 207.00	1	47	56	29	18	28	6	1	4	2	-	1	2	-	-	-	-	-	-	1	-
Switchboard operator-receptionists	487	39.0	228.50	218.00	184.50– 251.50	-	23	60	108	73	23	83	49	25	29	-	1	1	3	-	-	1	1	-	7	-
Manufacturing	146	40.0	227.00	230.00	190.50– 250.50	-	-	26	29	13	9	42	4	15	5	-	-	-	3	-	-	-	-	-	-	-
Nonmanufacturing	341	38.5	229.50	207.50	184.50– 274.50	-	23	34	79	60	14	41	45	10	24	-	1	1	-	-	-	1	1	-	7	-
Transportation and utilities	36	39.5	315.00	288.50	206.00– 392.50	-	-	1	6	5	-	-	2	7	5	-	-	1	-	-	-	1	1	-	7	-
Order clerks	631	39.5	259.00	254.00	224.00– 269.00	-	-	24	69	59	104	166	82	19	-	11	32	16	30	11	-	2	6	-	-	-
Manufacturing	235	40.0	244.50	236.00	210.00– 270.00	-	-	6	40	27	48	38	38	19	-	11	4	-	-	2	-	2	-	-	-	-
Nonmanufacturing	396	39.5	268.00	254.00	231.00– 269.00	-	-	18	29	32	56	128	44	-	-	-	28	16	30	9	-	-	6	-	-	-
Order clerks I	395	39.5	236.00	236.00	209.00– 254.00	-	-	24	58	52	73	136	14	15	-	4	16	-	3	-	-	-	-	-	-	-
Manufacturing	117	40.0	234.00	236.00	194.00– 270.00	-	-	6	29	20	17	8	14	15	-	4	4	-	-	-	-	-	-	-	-	-
Nonmanufacturing	278	39.5	237.00	248.00	209.00– 254.00	-	-	18	29	32	56	128	-	-	-	-	12	-	3	-	-	-	-	-	-	-
Order clerks II	236	39.0	297.50	269.00	252.00– 364.50	-	-	-	11	7	31	30	68	4	-	7	16	16	27	11	-	2	6	-	-	-
Manufacturing	116	40.0	255.00	252.00	233.00– 276.50	-	-	-	11	7	31	30	24	4	-	7	-	-	-	2	-	2	-	-	-	-
Accounting clerks	3,731	39.0	284.50	277.00	224.00– 316.50	-	9	92	305	412	378	445	282	769	150	148	87	90	84	164	164	44	68	20	12	8
Manufacturing	883	40.0	259.00	236.00	216.00– 290.00	-	3	25	67	160	207	83	82	57	45	49	23	15	7	50	3	3	-	4	-	-
Nonmanufacturing	2,848	38.5	292.50	298.50	237.00– 325.50	-	6	67	238	252	171	362	200	712	105	99	64	75	77	114	161	41	68	16	12	8
Transportation and utilities	620	40.0	385.00	402.50	336.50– 431.50	-	-	-	7	5	14	13	20	44	18	39	28	54	56	70	151	35	36	10	12	8
Accounting clerks I	509	39.5	218.00	204.50	190.00– 240.00	-	2	45	178	95	24	104	14	20	5	7	9	6	-	-	-	-	-	-	-	-
Manufacturing	61	40.0	197.00	192.00	180.00– 206.00	-	-	15	25	10	9	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	448	39.5	221.00	209.00	190.00– 250.00	-	2	30	153	85	15	104	13	20	4	7	9	6	-	-	-	-	-	-	-	-
Transportation and utilities	71	39.5	280.50	292.00	223.00– 328.50	-	-	-	7	3	9	4	8	15	3	7	9	6	-	-	-	-	-	-	-	-
Accounting clerks II	2,004	38.5	285.50	296.50	230.00– 296.50	-	7	42	92	209	258	196	124	648	43	55	23	33	30	61	125	11	29	8	10	-
Manufacturing	432	40.0	247.00	228.50	218.50– 259.50	-	3	10	28	91	149	44	29	15	6	26	4	-	-	27	-	-	-	-	-	-
Nonmanufacturing	1,572	38.0	296.00	296.50	254.00– 296.50	-	4	32	64	118	109	152	95	633	37	29	19	33	30	34	125	11	29	8	10	-
Transportation and utilities	374	40.0	394.50	412.00	356.50– 431.50	-	-	-	-	-	5	7	9	22	14	26	16	30	29	33	125	11	29	8	10	-

See footnotes at end of tables.

Table A-1. Weekly earnings of office workers in Kansas City, Mo.-Kans., September 1982 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																		
			Mean[3]	Median[4]	Middle range[5]	130 and under 140	140 – 160	160 – 180	180 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 440	440 – 460	460 – 480	480 – 500	500 – 520	520 and over
Accounting clerks III	943	39.5	304.00	290.00	241.50– 361.50	-	-	5	35	94	82	114	103	75	80	63	49	47	45	80	26	26	7	2	2	8
Manufacturing	260	40.0	262.00	248.00	218.00– 297.00	-	-	-	14	53	40	31	32	32	22	4	14	15	-	3	-	-	-	-	-	-
Nonmanufacturing	683	39.0	320.50	317.00	250.00– 391.50	-	-	5	21	41	42	83	71	43	58	59	35	32	45	77	26	26	7	2	2	8
Accounting clerks IV	267	40.0	335.50	309.50	265.00– 407.50	-	-	-	-	12	14	29	41	26	22	19	6	4	9	23	13	7	32	10	-	-
Manufacturing	130	40.0	322.00	309.50	270.50– 385.00	-	-	-	-	6	9	8	20	10	16	19	5	-	7	20	3	3	-	4	-	-
Nonmanufacturing	137	40.0	348.00	2v9.50	263.00– 481.50	-	-	-	-	6	5	21	21	16	6	-	1	4	2	3	10	4	32	6	-	-
Payroll clerks	429	39.5	288.00	284.00	220.00– 336.00	-	5	19	26	55	34	59	45	31	31	20	5	22	6	9	27	12	12	3	5	3
Manufacturing	147	40.0	301.50	273.50	240.00– 384.00	-	-	-	-	13	22	26	19	18	4	7	1	11	2	4	14	1	-	3	1	3
Nonmanufacturing	282	39.5	282.50	281.00	207.50– 335.50	-	5	19	26	42	12	33	26	15	27	13	4	11	4	5	13	11	12	-	4	-
Transportation and utilities	79	40.0	390.50	424.00	371.00– 444.50	-	-	-	-	-	-	13	2	3	-	-	1	11	4	5	13	11	12	-	4	-
Key entry operators	1,395	39.5	268.00	254.50	214.00– 297.50	-	24	74	127	169	165	175	180	132	95	48	35	50	18	2	7	34	15	5	32	-
Manufacturing	366	40.0	249.00	235.50	210.00– 286.50	-	-	30	32	52	84	48	21	35	35	14	-	3	1	-	3	-	3	5	-	-
Nonmanufacturing	1,029	39.5	274.50	268.50	216.00– 308.00	-	24	44	95	117	81	127	169	97	60	32	35	47	17	2	4	34	12	-	32	-
Transportation and utilities	306	40.0	363.00	348.00	297.50– 442.50	-	-	-	-	-	6	10	17	47	30	21	29	45	17	2	4	34	12	-	32	-
Key entry operators I	921	40.0	261.00	240.00	206.00– 289.50	-	24	72	99	111	121	121	99	69	41	30	21	36	5	2	7	29	9	-	28	-
Manufacturing	214	40.0	229.00	226.00	194.00– 244.50	-	-	30	29	31	57	30	10	9	-	14	-	-	1	-	3	-	-	-	-	-
Nonmanufacturing	707	39.5	271.00	253.00	206.50– 305.00	-	24	42	70	80	64	91	89	60	41	16	21	36	4	2	4	29	9	-	28	-
Transportation and utilities	239	40.0	361.00	346.00	294.00– 442.50	-	-	-	-	-	5	7	13	43	29	14	19	36	4	2	4	28	9	-	28	-
Key entry operators II	474	39.0	281.00	272.50	233.00– 311.50	-	-	2	28	58	44	54	91	63	54	16	14	14	13	-	-	6	6	5	6	-
Manufacturing	152	40.0	277.00	272.00	230.00– 310.50	-	-	-	3	21	27	18	11	26	35	-	-	3	-	-	-	-	3	5	-	-
Nonmanufacturing	322	39.0	283.00	272.50	239.50– 312.00	-	-	2	25	37	17	36	80	37	19	16	14	11	13	-	-	6	3	-	6	-
Transportation and utilities	67	40.0	371.00	362.50	329.50– 385.50	-	-	-	-	-	1	3	4	4	1	7	10	8	13	-	-	6	3	-	6	-

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Kansas City, Mo.-Kans., September 1982

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[1]			Number of workers receiving straight-time weekly earnings (in dollars) of —																				
			Mean[2]	Median[2]	Middle range[2]	160 and under 180	180 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 400	400 – 440	440 – 480	480 – 520	520 – 560	560 – 600	600 – 640	640 – 680	680 – 720	720 – 760	760 – 800
Computer systems analysts	794	39.5	545.00	544.50	470.00– 616.00	-	-	-	-	-	-	-	31	9	5	26	57	101	113	102	131	59	52	41	31	36
(business)	163	40.0	539.00	534.50	479.00– 594.50	-	-	-	-	-	-	-	7	-	2	2	9	22	34	19	32	9	12	7	5	3
Manufacturing	631	39.5	547.00	548.00	462.50– 619.00	-	-	-	-	-	-	-	24	9	3	24	48	79	79	83	99	50	40	34	26	33
Nonmanufacturing																										
Computer systems analysts (business) I	175	40.0	446.00	448.50	387.50– 516.50	-	-	-	-	-	-	-	31	9	2	5	34	28	27	14	16	7	2	-	-	-
Computer systems analysts (business) II	294	39.5	535.00	527.00	474.00– 600.50	-	-	-	-	-	-	-	-	-	3	21	18	43	53	41	40	34	24	12	5	-
Manufacturing	97	40.0	501.00	493.00	469.00– 542.50	-	-	-	-	-	-	-	-	-	2	2	9	22	30	16	10	3	2	1	-	-
Nonmanufacturing	197	39.5	551.50	563.50	478.00– 619.50	-	-	-	-	-	-	-	-	-	1	19	9	21	23	25	30	31	22	11	5	-
Computer systems analysts (business) III	325	39.5	608.00	577.00	538.00– 696.50	-	-	-	-	-	-	-	-	-	-	-	5	30	33	47	75	18	26	29	26	36
Manufacturing	59	40.0	628.00	613.50	586.50– 678.00	-	-	-	-	-	-	-	-	-	-	-	-	-	4	3	22	6	10	6	5	3
Nonmanufacturing	266	39.5	603.50	576.00	520.50– 699.00	-	-	-	-	-	-	-	-	-	-	-	5	30	29	44	53	12	16	23	21	33
Computer programmers (business)	818	38.5	435.50	431.00	385.00– 499.00	-	-	8	5	3	5	13	21	20	60	150	147	144	151	32	29	21	5	4	-	-
Manufacturing	244	39.5	424.50	425.00	364.00– 467.50	-	-	8	5	1	4	1	3	10	27	34	45	53	18	12	12	5	4	2	-	-
Nonmanufacturing	574	38.0	440.00	436.00	392.50– 499.00	-	-	-	-	2	1	12	18	10	33	116	102	91	133	20	17	16	1	2	-	-
Transportation and utilities	103	40.0	472.00	481.50	415.50– 518.00	-	-	-	-	-	-	-	-	1	1	16	20	25	16	10	6	6	-	2	-	-
Computer programmers (business) I	97	39.5	344.00	363.50	301.50– 392.50	-	-	8	5	1	1	9	6	4	12	34	11	6	-	-	-	-	-	-	-	-
Manufacturing	51	40.0	338.00	349.00	241.00– 392.50	-	-	5	5	1	-	-	-	-	12	18	4	3	-	-	-	-	-	-	-	-
Computer programmers (business) II	411	38.5	414.50	412.00	382.50– 455.50	-	-	-	-	2	4	4	15	16	46	84	92	110	18	15	1	4	-	-	-	-
Manufacturing	126	40.0	409.00	420.00	347.50– 450.00	-	-	-	-	-	4	1	3	10	15	16	32	38	2	1	1	3	-	-	-	-
Nonmanufacturing	285	38.0	417.00	412.00	392.50– 461.00	-	-	-	-	2	-	3	12	6	31	68	60	72	16	14	-	1	-	-	-	-
Transportation and utilities	72	40.0	452.00	455.50	414.50– 484.50	-	-	-	-	-	-	-	-	1	1	10	16	24	13	6	-	1	-	-	-	-
Computer programmers (business) III	308	38.5	492.00	499.00	439.00– 510.00	-	-	-	-	-	-	-	-	-	2	32	44	28	131	17	28	17	5	4	-	-
Manufacturing	65	39.0	521.50	518.50	465.50– 578.00	-	-	-	-	-	-	-	-	-	-	-	9	12	14	11	11	2	4	2	-	-
Nonmanufacturing	243	38.5	484.00	499.00	433.00– 499.00	-	-	-	-	-	-	-	-	-	2	32	35	16	117	6	17	15	1	2	-	-
Computer operators	1,006	39.5	325.50	301.50	259.00– 376.00	-	7	68	81	97	106	75	163	63	29	127	85	30	25	24	4	22	-	-	-	-
Manufacturing	251	40.0	336.50	315.00	262.00– 388.50	-	5	18	19	17	28	31	13	15	11	35	27	10	6	3	4	7	-	-	-	-
Nonmanufacturing	755	39.0	322.00	301.50	255.50– 370.50	-	2	50	62	80	78	44	150	48	18	92	58	20	17	21	-	15	-	-	-	-
Transportation and utilities	156	40.0	419.00	403.50	360.00– 486.50	-	-	-	5	-	4	1	18	8	3	28	28	18	17	14	-	12	-	-	-	-
Computer operators I	246	39.5	256.00	246.00	213.50– 283.50	-	7	59	34	52	23	19	15	20	2	14	1	-	-	-	-	-	-	-	-	-
Manufacturing	79	40.0	263.00	259.00	212.50– 291.50	-	5	18	7	13	13	7	3	2	1	9	1	-	-	-	-	-	-	-	-	-
Nonmanufacturing	167	39.5	255.50	240.00	213.50– 262.50	-	2	41	27	39	10	12	12	18	1	5	-	-	-	-	-	-	-	-	-	-
Transportation and utilities	25	40.0	303.00	309.00	262.00– 309.00	-	-	-	5	-	3	-	12	-	1	4	-	-	-	-	-	-	-	-	-	-
Computer operators II	525	39.0	322.00	301.50	265.00– 376.00	-	-	9	47	43	74	42	118	21	5	76	57	7	14	10	2	-	-	-	-	-
Manufacturing	120	40.0	339.50	315.50	274.50– 390.50	-	-	-	12	4	15	24	7	7	2	20	24	-	1	2	2	-	-	-	-	-
Nonmanufacturing	405	38.5	317.00	301.50	261.50– 362.50	-	-	9	35	39	59	18	111	14	3	56	33	7	13	8	-	-	-	-	-	-
Transportation and utilities	50	40.0	428.00	403.50	403.50– 486.00	-	-	-	-	-	1	1	-	3	-	1	23	7	13	1	-	-	-	-	-	-
Computer operators III	235	39.5	403.50	380.00	326.50– 471.00	-	-	-	-	2	9	14	30	22	22	37	27	23	11	14	2	22	-	-	-	-
Manufacturing	52	40.0	441.50	446.50	340.50– 496.00	-	-	-	-	-	-	-	3	6	8	6	2	10	7	1	2	7	-	-	-	-
Nonmanufacturing	183	39.5	393.00	374.00	312.00– 437.00	-	-	-	-	2	9	14	27	16	14	31	25	13	4	13	-	15	-	-	-	-
Transportation and utilities	81	40.0	449.00	436.00	370.00– 531.00	-	-	-	-	-	-	-	6	5	2	23	5	11	4	-	-	12	-	-	-	-
Peripheral equipment operators	62	40.0	331.00	339.50	302.50– 372.50	4	1	3	3	-	1	2	8	20	1	7	6	6	-	-	-	-	-	-	-	-
Nonmanufacturing	62	40.0	331.00	339.50	302.50– 372.50	4	1	3	3	-	1	2	8	20	1	7	6	6	-	-	-	-	-	-	-	-

See footnotes at end of tables.

Table A-2. Weekly earnings of professional and technical workers in Kansas City, Mo.-Kans., September 1982 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[1]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[2]	Median[2]	Middle range[2]	160 and under 180	180 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 400	400 – 440	440 – 480	480 – 520	520 – 560	560 – 600	600 – 640	640 – 680	680 – 720	720 – 760	760 – 800
Computer data libranans	62	39.5	248.00	250.00	184.50– 274.00	13	7	9	-	14	4	5	-	-	3	3	3	-	1	-	-	-	-	-	-
Nonmanufacturing	60	39.5	247.50	250.00	185.50– 274.00	12	7	9	-	14	4	5	-	-	3	3	3	-	1	-	-	-	-	-	-
Drafters	1,057	39.5	344.00	329.00	280.00– 382.00	-	1	11	43	97	108	119	116	80	98	148	96	53	38	25	24	-	-	-	-
Manufacturing	721	39.5	348.50	331.00	285.50– 381.50	-	-	7	19	50	72	84	92	60	69	106	67	29	27	18	21	-	-	-	-
Nonmanufacturing	336	40.0	334.50	315.00	264.50– 386.50	-	1	4	24	47	36	35	24	20	29	42	29	24	11	7	3	-	-	-	-
Drafters II	248	39.5	262.00	258.00	247.50– 273.50	-	1	8	35	88	75	29	1	1	7	2	-	1	-	-	-	-	-	-	-
Manufacturing	127	39.0	255.00	255.00	245.00– 271.50	-	-	7	19	47	44	10	-	-	-	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	121	40.0	269.00	260.00	248.00– 280.00	-	1	1	16	41	31	19	1	1	7	2	-	1	-	-	-	-	-	-	-
Drafters III	295	39.5	306.00	302.00	289.00– 320.00	-	-	3	3	6	19	87	100	46	21	9	-	-	-	1	-	-	-	-	-	-
Manufacturing	215	39.0	306.00	302.00	289.00– 319.50	-	-	-	-	3	14	71	77	33	13	4	-	-	-	-	-	-	-	-	-	-
Nonmanufacturing	80	40.0	306.50	305.00	288.50– 324.50	-	-	3	3	3	5	16	23	13	8	5	-	-	-	1	-	-	-	-	-	-
Drafters IV	304	39.5	365.50	363.00	345.50– 381.00	-	-	-	-	-	14	3	15	33	60	134	29	10	4	2	-	-	-	-	-	-
Manufacturing	229	39.5	358.50	361.50	339.50– 379.00	-	-	-	-	-	14	3	15	27	46	100	17	4	2	1	-	-	-	-	-	-
Nonmanufacturing	75	40.0	386.50	380.00	357.00– 401.00	-	-	-	-	-	-	-	-	6	14	34	12	6	2	1	-	-	-	-	-	-
Drafters V	202	40.0	472.00	462.50	429.00– 514.50	-	-	-	-	-	-	-	-	-	10	3	67	42	34	22	24	-	-	-	-	-
Manufacturing	150	40.0	473.00	463.00	434.00– 522.00	-	-	-	-	-	-	-	-	-	10	2	50	25	25	17	21	-	-	-	-	-
Nonmanufacturing	52	40.0	469.00	462.50	427.00– 496.50	-	-	-	-	-	-	-	-	-	-	1	17	17	9	5	3	-	-	-	-	-
Electronics technicians	1,441	40.0	462.50	483.50	383.00– 541.00	-	-	-	-	50	34	60	52	27	71	90	65	151	176	577	78	10	-	-	-	-
Manufacturing	576	40.0	438.50	445.00	365.00– 483.50	-	-	-	-	-	-	8	24	26	64	83	60	70	158	5	78	-	-	-	-	-
Nonmanufacturing	865	40.0	478.00	529.00	470.00– 545.50	-	-	-	-	50	34	52	28	1	7	7	5	81	18	572	-	10	-	-	-	-
Transportation and utilities	514	39.5	513.50	529.00	527.00– 531.50	-	-	-	-	-	-	4	9	-	7	6	4	79	12	383	-	10	-	-	-	-
Electronics technicians I	383	40.0	410.00	445.00	289.50– 541.00	-	-	-	-	50	34	50	27	19	2	-	-	30	3	168	-	-	-	-	-	-
Electronics technicians II	447	39.5	441.50	470.00	365.00– 483.50	-	-	-	-	-	-	6	16	8	62	68	10	72	142	63	-	-	-	-	-	-
Manufacturing	302	40.0	412.50	390.00	346.00– 483.50	-	-	-	-	-	-	6	16	8	62	68	10	-	132	-	-	-	-	-	-	-
Electronics technicians III	420	40.0	517.00	545.50	468.50– 551.50	-	-	-	-	-	-	-	-	-	-	16	51	42	26	197	78	10	-	-	-	-
Manufacturing	214	40.0	490.50	500.00	431.50– 561.50	-	-	-	-	-	-	-	-	-	-	15	50	40	26	5	78	-	-	-	-	-
Registered industrial nurses	73	40.0	420.00	404.00	370.00– 474.50	-	-	-	-	-	-	-	3	4	6	20	16	8	7	5	4	-	-	-	-	-
Manufacturing	62	40.0	423.50	408.50	370.00– 473.00	-	-	-	-	-	-	-	3	4	6	12	16	8	4	5	4	-	-	-	-	-

See footnotes at end of tables

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Kansas City, Mo.-Kans., September 1982

Sex,[3] occupation, and industry division	Number of workers	Average (mean[2])	
		Weekly hours[1] (standard)	Weekly earnings (in dollars)[1]
Office occupations - men			
Messengers	103	39.0	183.00
Nonmanufacturing	88	38.5	182.00
Order clerks	77	38.5	304.00
Accounting clerks:			
Nonmanufacturing:			
Transportation and utilities	75	40.0	417.00
Accounting clerks II:			
Nonmanufacturing:			
Transportation and utilities	52	40.0	408.00
Office occupations - women			
Secretaries	2,677	39.5	291.00
Manufacturing	801	40.0	296.00
Nonmanufacturing	1,876	39.0	289.00
Transportation and utilities	300	40.0	375.00
Secretaries I	671	39.0	236.50
Manufacturing	105	40.0	241.50
Nonmanufacturing	566	39.0	235.50
Transportation and utilities	71	40.0	322.50
Secretaries II	406	40.0	256.50
Manufacturing	153	40.0	262.50
Nonmanufacturing	253	39.5	252.50
Secretaries III	920	39.5	313.00
Manufacturing	357	40.0	304.50
Nonmanufacturing	563	39.0	318.50
Transportation and utilities	153	40.0	379.00
Secretaries IV	519	40.0	319.00
Manufacturing	119	40.0	318.00
Nonmanufacturing	400	40.0	319.50
Transportation and utilities	46	40.0	409.50
Secretaries V	149	40.0	398.50
Manufacturing	67	39.5	376.50
Nonmanufacturing	82	40.0	416.00
Stenographers	418	40.0	314.50
Manufacturing	177	40.0	294.50
Nonmanufacturing	241	39.5	329.00
Transportation and utilities	166	40.0	372.00
Stenographers I	210	39.5	278.00
Manufacturing	131	40.0	263.00
Nonmanufacturing	79	39.0	303.00
Stenographers II	208	40.0	351.00
Nonmanufacturing	162	40.0	341.50
Transportation and utilities	131	40.0	360.50
Transcribing-machine typists	339	38.0	232.00
Manufacturing	56	40.0	221.00
Nonmanufacturing	283	38.0	234.00
Typists	919	39.0	209.00
Manufacturing	196	39.5	211.50
Nonmanufacturing	723	39.0	208.00
Transportation and utilities	98	39.5	286.00
Typists I	549	39.0	195.00
Manufacturing	133	40.0	195.00
Nonmanufacturing	416	38.5	195.00
Transportation and utilities	42	40.0	278.50
Typists II	370	39.5	229.50
Manufacturing	63	39.5	247.00
Nonmanufacturing	307	39.5	225.50
Transportation and utilities	58	39.5	295.00
File clerks	650	38.5	200.50
Nonmanufacturing	624	39.0	199.50
Transportation and utilities	30	40.0	354.50
File clerks I	378	39.0	169.00
Nonmanufacturing	375	39.0	169.00
File clerks II	208	36.5	236.50
Nonmanufacturing	203	36.5	237.50
File clerks III	64	38.5	266.50
Messengers	122	37.5	221.00
Nonmanufacturing	103	37.0	225.00
Receptionists	59	39.5	231.50
Switchboard operators	211	40.0	197.50
Nonmanufacturing	193	40.0	190.00
Switchboard operator-receptionists	487	39.0	228.50
Manufacturing	146	40.0	227.00
Nonmanufacturing	341	38.5	229.50
Transportation and utilities	36	39.5	315.00
Order clerks	554	39.5	253.00
Manufacturing	224	40.0	238.50
Nonmanufacturing	330	39.5	262.50
Order clerks I	374	40.0	235.00
Manufacturing	117	40.0	234.00
Nonmanufacturing	257	39.5	235.00
Order clerks II	180	39.5	290.50
Manufacturing	107	40.0	243.50
Accounting clerks	3,451	39.0	279.00
Manufacturing	843	40.0	255.50
Nonmanufacturing	2,608	38.5	286.50
Transportation and utilities	534	40.0	379.00
Accounting clerks I	490	39.5	216.50
Manufacturing	61	40.0	197.00
Nonmanufacturing	429	39.5	219.00
Transportation and utilities	66	39.5	281.50
Accounting clerks II	1,872	38.0	282.50
Manufacturing	406	40.0	243.00
Nonmanufacturing	1,466	37.5	293.00
Transportation and utilities	322	40.0	392.50
Accounting clerks III	844	39.5	295.50
Manufacturing	258	40.0	261.50
Nonmanufacturing	586	39.0	310.50
Accounting clerks IV	237	40.0	322.50
Manufacturing	118	40.0	314.50
Nonmanufacturing	119	40.0	330.50
Payroll clerks	399	39.5	283.50
Manufacturing	140	40.0	294.00
Nonmanufacturing	259	39.0	278.00
Transportation and utilities	74	40.0	385.50
Key entry operators	1,291	39.5	264.50
Manufacturing	365	40.0	249.00
Nonmanufacturing	926	39.5	270.50
Transportation and utilities	265	40.0	345.00
Key entry operators I	843	39.5	258.50
Manufacturing	213	40.0	229.00
Nonmanufacturing	630	39.5	268.50
Transportation and utilities	209	40.0	344.50
Key entry operators II	448	39.0	275.00
Manufacturing	152	40.0	277.00
Nonmanufacturing	296	39.0	274.50
Transportation and utilities	56	40.0	347.50
Professional and technical occupations - men			
Computer systems analysts (business)	575	39.5	570.00
Manufacturing	115	40.0	555.50
Nonmanufacturing	460	39.5	573.50
Computer systems analysts (business) II	220	39.5	542.50
Manufacturing	67	40.0	499.50
Nonmanufacturing	153	39.0	561.50
Computer systems analysts (business) III	254	39.5	630.50
Nonmanufacturing	206	39.5	629.50
Computer programmers (business)	475	38.5	458.50
Manufacturing	149	39.5	440.50
Nonmanufacturing:			
Transportation and utilities	64	40.0	484.50
Computer programmers (business) II	204	38.5	424.00
Manufacturing	55	40.0	413.50
Nonmanufacturing	149	37.5	427.50
Transportation and utilities	41	40.0	458.50
Computer programmers (business) III:			
Manufacturing	58	39.0	526.50

[3] See footnotes at end of tables.

Table A-3. Average weekly earnings of office, professional, and technical workers, by sex, in Kansas City, Mo.-Kans., September 1982 —Continued

Sex,[1] occupation, and industry division	Number of workers	Average (mean[2])	
		Weekly hours[3] (standard)	Weekly earnings (in dollars)[4]
Computer operators	538	39.0	346.50
Manufacturing	134	40.0	375.00
Nonmanufacturing:			
Transportation and utilities	87	40.0	434.00
Computer operators I	105	39.5	265.00
Nonmanufacturing	77	39.5	256.50
Computer operators II	288	38.5	336.00
Manufacturing	63	40.0	366.50
Computer operators III:			
Nonmanufacturing:			
Transportation and utilities	59	40.0	448.00
Drafters	900	39.5	351.50
Manufacturing	627	39.5	356.50
Nonmanufacturing	273	40.0	340.50
Drafters II	192	39.5	264.00
Manufacturing	95	39.0	259.50
Nonmanufacturing	97	40.0	268.00
Drafters III	226	39.5	307.50
Manufacturing	171	39.0	306.50
Nonmanufacturing	55	40.0	309.50
Drafters IV	282	39.5	365.50
Manufacturing	214	39.5	359.50
Nonmanufacturing	68	40.0	384.00
Drafters V	195	40.0	472.50
Manufacturing	147	40.0	473.00
Electronics technicians	1,344	40.0	464.00
Manufacturing	556	40.0	439.50
Nonmanufacturing	788	40.0	481.00
Transportation and utilities	461	39.5	515.00
Electronics technicians I	344	40.0	413.50
Electronics technicians II	434	39.5	441.50
Manufacturing	292	40.0	411.50
Electronics technicians III	406	40.0	515.00
Manufacturing	212	40.0	491.00
Professional and technical occupations - women			
Computer systems analysts (business)	185	40.0	483.50
Computer systems analysts (business) I	68	40.0	402.50
Computer systems analysts (business) II	66	40.0	515.00
Computer programmers (business):			
Manufacturing	95	40.0	399.50
Nonmanufacturing:			
Transportation and utilities	39	40.0	451.00
Computer programmers (business) II	185	38.5	416.00
Manufacturing	71	40.0	406.00
Nonmanufacturing	114	37.5	422.50
Transportation and utilities	31	40.0	443.00
Computer operators:			
Manufacturing	117	40.0	292.00
Nonmanufacturing:			
Transportation and utilities	65	40.0	392.00
Computer operators I	140	39.5	251.50
Manufacturing	51	40.0	248.50
Nonmanufacturing	89	39.0	253.50
Computer operators II:			
Manufacturing	57	40.0	309.50
Drafters	154	39.5	296.50
Manufacturing	94	39.5	295.50
Nonmanufacturing	60	40.0	299.00
Drafters II	55	39.5	252.00
Drafters III	68	39.5	298.00
Electronics technicians	87	40.0	422.50
Nonmanufacturing	67	40.0	424.50
Registered industrial nurses	70	40.0	421.50
Manufacturing	60	40.0	424.00

See footnotes at end of tables.

Table A-4. Hourly earnings of maintenance, toolroom, and powerplant workers in Kansas City, Mo.-Kans., September 1982

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean[2]	Median[2]	Middle range[3]	Under 5.40	5.40 and under 5.80	5.80 – 6.20	6.20 – 6.60	6.60 – 7.00	7.00 – 7.40	7.40 – 7.80	7.80 – 8.20	8.20 – 8.60	8.60 – 9.00	9.00 – 9.40	9.40 – 9.80	9.80 – 10.20	10.20 – 10.60	10.60 – 11.00	11.00 – 11.40	11.40 – 11.80	11.80 – 12.20	12.20 – 12.60	12.60 – 13.40	13.40 – 14.20	14.20 – 15.00	15.00 and over
Maintenance carpenters	192	11.27	11.09	10.11–12.07	-	-	-	-	-	-	-	-	3	9	-	-	72	-	-	29	28	17	-	-	24	8	2
Manufacturing	144	11.15	11.09	10.11–11.85	-	-	-	-	-	-	-	-	3	-	-	-	68	-	-	25	12	14	-	-	21	-	1
Maintenance electricians	726	12.38	12.38	11.61–13.66	-	-	-	-	-	-	-	16	6	8	3	-	46	-	30	62	57	119	56	66	249	7	1
Manufacturing	641	12.33	11.93	11.09–13.66	-	-	-	-	-	-	-	16	6	4	3	-	46	-	30	62	47	115	53	2	249	7	1
Maintenance painters	157	11.54	11.50	10.87–13.50	-	-	9	-	-	-	-	-	-	-	-	-	23	7	20	16	19	9	4	8	42	-	-
Manufacturing	115	11.72	11.25	10.72–13.50	-	-	-	-	-	-	-	-	-	-	-	-	22	7	20	16	10	-	4	-	36	-	-
Maintenance machinists	385	12.68	12.26	11.61–14.04	-	-	-	-	-	-	-	-	3	6	-	-	-	-	30	44	43	57	22	18	72	90	-
Manufacturing	342	12.81	13.26	11.71–14.35	-	-	-	-	-	-	-	-	3	6	-	-	-	-	30	14	43	57	15	12	72	90	-
Maintenance mechanics (machinery)	1,098	10.97	11.09	9.49–12.27	-	-	-	-	3	3	45	15	39	26	129	36	166	-	24	256	51	8	31	112	154	-	-
Manufacturing	949	10.80	11.03	9.49–11.60	-	-	-	-	3	3	45	15	39	6	114	36	166	-	24	256	49	8	30	1	154	-	-
Maintenance mechanics (motor vehicles)	701	12.08	13.04	10.83–13.37	-	-	-	-	-	7	16	-	8	23	7	25	44	43	24	28	68	-	-	262	117	24	5
Manufacturing	206	11.03	10.25	9.68–13.56	-	-	-	-	-	-	15	-	8	23	1	20	35	5	6	19	7	-	-	-	67	-	-
Nonmanufacturing	495	12.51	13.04	11.69–13.19	-	-	-	-	-	7	1	-	-	-	6	5	9	38	18	9	61	-	-	262	50	24	5
Transportation and utilities	467	12.57	13.04	11.78–13.19	-	-	-	-	-	7	1	-	-	-	6	5	9	23	18	9	59	-	-	251	50	24	5
Maintenance pipefitters	443	12.15	11.75	11.09–13.58	-	-	-	-	-	-	-	-	-	-	-	2	40	-	45	79	103	-	-	-	169	5	-
Manufacturing	443	12.15	11.75	11.09–13.58	-	-	-	-	-	-	-	-	-	-	-	2	40	-	45	79	103	-	-	-	169	5	-
Millwrights	272	12.79	13.58	11.75–13.64	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	3	94	-	6	-	161	-	-
Manufacturing	272	12.79	13.58	11.75–13.64	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	3	94	-	6	-	161	-	-
Maintenance trades helpers	128	9.52	9.32	7.93–10.45	-	-	5	-	-	-	10	21	1	16	16	1	-	40	2	-	-	-	14	2	-	-	-
Manufacturing	97	9.78	9.32	8.68–10.45	-	-	-	-	-	-	-	21	1	16	15	-	-	28	-	-	-	-	14	2	-	-	-
Nonmanufacturing: Transportation and utilities	26	8.46	7.50	7.50–10.32	-	-	5	-	-	-	10	-	-	-	-	-	-	9	2	-	-	-	-	-	-	-	-
Maintenance workers (general)	796	8.57	8.97	7.08–10.08	37	54	41	21	42	37	32	49	32	62	85	59	62	119	21	5	-	21	11	6	-	-	-
Manufacturing	360	8.96	9.11	8.23– 9.79	-	15	-	10	7	32	4	8	28	30	82	58	54	4	18	4	-	-	6	-	-	-	-
Nonmanufacturing	436	8.24	8.06	6.00–10.50	37	39	41	11	35	5	28	41	4	32	3	1	8	115	3	1	-	21	5	6	-	-	-
Transportation and utilities	64	10.63	11.51	10.58–11.96	-	10	-	-	-	-	-	-	-	-	1	-	1	16	3	1	-	21	5	6	-	-	-
Machine-tool operators (toolroom)	200	11.26	11.61	11.46–11.61	-	-	-	8	-	-	17	-	-	-	-	-	-	-	-	4	133	15	-	-	23	-	-
Manufacturing	200	11.26	11.61	11.46–11.61	-	-	-	8	-	-	17	-	-	-	-	-	-	-	-	4	133	15	-	-	23	-	-
Tool and die makers	492	11.62	12.36	9.50–13.88	-	-	-	-	-	-	-	8	51	12	44	25	24	9	16	-	37	2	96	11	157	-	-
Manufacturing	481	11.59	12.31	9.41–13.88	-	-	-	-	-	-	-	8	51	12	44	25	24	9	16	-	37	2	96	-	157	-	-
Stationary engineers	474	11.63	11.75	10.90–12.34	-	-	-	-	-	-	-	-	1	54	-	10	20	15	47	29	69	12	134	28	49	6	-
Manufacturing	159	12.01	11.75	11.09–13.56	-	-	-	-	-	-	-	-	-	-	-	-	8	-	31	23	47	-	-	1	49	-	-
Nonmanufacturing	315	11.44	12.34	10.58–12.34	-	-	-	-	-	-	-	-	1	54	-	10	12	15	16	6	22	12	134	27	-	6	-
Transportation and utilities	50	12.18	13.23	10.58–13.35	-	-	-	-	-	-	-	-	1	-	-	-	-	15	-	-	4	1	2	27	-	-	-

See footnotes at end of tables.

Table A-5. Hourly earnings of material movement and custodial workers in Kansas City, Mo.-Kans., September 1982

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																					
		Mean[2]	Median[2]	Middle range[2]	3.20 and under 3.60	3.60 – 4.00	4.00 – 4.40	4.40 – 4.80	4.80 – 5.20	5.20 – 5.60	5.60 – 6.00	6.00 – 6.40	6.40 – 6.80	6.80 – 7.20	7.20 – 7.60	7.60 – 8.00	8.00 – 8.40	8.40 – 8.80	8.80 – 9.20	9.20 – 9.60	9.60 – 10.00	10.00 – 10.80	10.80 – 11.60	11.60 – 12.40	12.40 – 13.20	13.20 – 14.00	14.00 – 14.80
Truckdrivers	3,535	11.05	11.45	9.19–13.21	–	4	–	1	41	10	21	13	18	22	57	316	156	113	112	203	260	80	397	141	102	1416	32
Manufacturing	766	9.43	9.24	8.43–10.37	–	–	–	–	–	7	10	11	18	6	24	93	22	113	72	66	100	56	100	12	4	20	32
Nonmanufacturing	2,769	11.50	13.21	9.61–13.21	–	4	–	1	41	3	11	2	–	16	33	223	134	–	40	137	180	24	297	129	98	1396	–
Transportation and utilities	1,710	12.78	13.21	13.21–13.21	–	–	–	–	–	–	–	1	–	–	1	–	18	–	18	135	5	19	16	3	98	1396	–
Truckdrivers, light truck	270	7.69	7.88	7.08– 7.88	–	4	–	–	30	6	13	11	2	2	–	138	22	–	–	10	–	21	5	5	1	–	–
Manufacturing	76	8.60	8.10	8.71–10.45	–	–	–	–	–	4	2	11	2	2	–	3	16	–	–	10	–	21	4	–	1	–	–
Truckdrivers, medium truck	714	10.72	10.95	8.63–13.48	–	–	–	–	–	4	8	–	16	4	16	90	–	89	26	62	8	26	69	3	4	289	–
Manufacturing	377	8.98	8.63	7.61–10.08	–	–	–	–	–	3	8	–	16	4	16	90	–	89	4	46	–	18	60	–	3	20	–
Truckdrivers, heavy truck	349	9.95	9.62	7.96–10.23	–	–	–	–	–	–	–	–	–	–	–	88	–	–	–	3	167	13	28	–	1	21	28
Nonmanufacturing	293	9.42	9.62	7.96– 9.62	–	–	–	–	–	–	–	–	–	–	–	88	–	–	–	3	167	13	–	–	1	21	–
Transportation and utilities	38	11.95	13.21	10.23–13.38	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	–	13	–	–	1	21	–
Truckdrivers, tractor-trailer	1,470	11.37	11.83	9.40–13.21	–	–	–	–	11	–	–	1	–	16	41	–	116	24	48	125	47	11	289	129	44	564	4
Manufacturing	168	9.49	8.97	8.97– 9.81	–	–	–	–	–	–	–	–	–	–	8	–	6	24	48	7	47	8	8	8	–	–	4
Nonmanufacturing	1,302	11.62	11.83	11.24–13.21	–	–	–	–	11	–	–	1	–	16	33	–	110	–	–	118	–	3	281	121	44	564	–
Transportation and utilities	729	12.61	13.21	13.21–13.21	–	–	–	–	–	–	–	1	–	–	1	–	–	–	–	118	–	–	–	1	44	564	–
Shippers	282	8.27	8.94	6.66– 9.06	–	–	3	–	11	18	15	18	–	13	23	–	1	5	113	20	1	30	2	9	–	–	–
Manufacturing	191	8.13	8.94	6.58– 8.94	–	–	–	–	–	15	15	18	–	13	12	–	–	3	100	–	1	3	2	9	–	–	–
Nonmanufacturing	91	8.56	9.45	7.48–10.40	–	–	3	–	11	3	–	–	–	–	11	–	1	2	13	20	–	27	–	–	–	–	–
Receivers	451	8.17	7.79	6.13–10.50	–	–	40	9	21	16	1	42	10	1	81	6	2	21	32	17	9	82	13	46	2	–	–
Manufacturing	144	9.49	9.22	9.03–11.78	–	–	–	–	–	15	–	6	8	–	–	3	1	–	32	12	9	7	3	46	2	–	–
Nonmanufacturing	307	7.56	7.48	6.00–10.23	–	–	40	9	21	1	1	36	2	1	81	3	1	21	–	5	–	75	10	–	–	–	–
Shippers and receivers	615	8.58	8.50	6.62–11.26	6	–	1	1	36	90	–	–	25	43	51	20	27	32	44	21	3	56	46	74	39	–	–
Manufacturing	208	8.09	7.83	7.31– 8.92	–	–	–	–	–	–	–	–	14	32	40	20	16	16	44	21	–	–	–	5	–	–	–
Nonmanufacturing	407	8.83	10.15	5.20–11.89	6	–	1	1	36	90	–	–	11	11	11	–	11	16	–	–	3	56	46	69	39	–	–
Warehousemen	2,163	8.92	9.53	7.50–10.74	–	–	18	87	50	53	3	61	105	88	85	140	82	56	138	236	134	780	33	12	2	–	–
Manufacturing	1,068	8.66	9.18	7.30– 9.87	–	–	–	2	48	8	3	16	105	70	40	57	81	52	114	194	87	175	11	3	2	–	–
Nonmanufacturing	1,095	9.17	10.74	7.77–10.74	–	–	18	85	2	45	–	45	–	18	45	83	1	4	24	42	47	605	22	9	–	–	–
Order fillers	2,025	7.22	6.60	6.60– 7.27	5	3	25	25	73	47	17	172	803	45	504	9	3	–	16	38	4	32	111	93	–	–	–
Nonmanufacturing	1,410	7.34	6.60	6.60– 7.22	5	–	25	6	70	47	14	12	719	45	207	9	3	–	16	3	4	28	111	86	–	–	–
Shipping packers	639	6.84	6.60	5.15– 7.82	16	19	32	18	98	10	1	10	175	47	24	58	3	50	2	9	20	10	36	3	–	–	–
Manufacturing	258	7.58	7.26	5.50– 9.40	–	–	16	14	30	8	–	10	36	3	24	–	–	48	–	9	20	4	36	–	–	–	–
Nonmanufacturing	381	6.34	6.60	5.15– 7.16	16	19	16	4	68	2	1	–	139	44	–	58	3	2	2	–	–	6	–	3	–	–	–
Material handling laborers	3,503	9.51	9.62	8.95–13.21	45	321	4	5	15	20	8	82	306	84	38	80	170	151	186	13	528	77	319	120	–	931	–
Manufacturing	830	8.40	8.40	6.56– 9.03	–	–	–	–	8	16	8	72	113	16	21	67	83	134	113	8	22	26	32	91	–	–	–
Nonmanufacturing	2,673	9.86	9.94	7.50–13.21	45	321	4	5	7	4	–	10	193	68	17	13	87	17	73	5	506	51	287	29	–	931	–
Transportation and utilities	1,126	12.64	13.21	13.21–13.21	–	–	–	–	–	–	–	–	–	–	–	–	–	–	30	–	152	–	4	11	–	931	–
Forklift operators	2,085	9.28	10.04	7.29–11.72	–	55	32	–	164	24	32	77	8	–	167	116	114	59	69	16	12	407	152	474	–	107	–
Manufacturing	1,048	9.92	10.45	7.83–11.78	–	–	–	–	–	8	32	13	8	–	167	116	24	6	47	10	12	86	57	462	–	–	–
Nonmanufacturing	1,037	8.63	10.04	5.50–10.04	–	55	32	–	164	16	–	64	–	–	–	–	90	53	22	6	–	321	95	12	–	107	–
Power-truck operators (other than forklift)	138	10.30	9.60	9.60–11.61	–	–	–	–	–	–	–	–	–	–	–	16	–	–	–	7	54	4	–	51	–	6	–
Guards	2,265	5.61	3.92	3.52– 8.22	583	571	187	19	42	22	20	72	25	49	70	16	43	80	142	73	55	84	7	78	22	5	–
Manufacturing	361	9.86	9.74	8.87–11.87	–	–	8	–	–	–	2	2	2	20	2	2	6	39	50	40	41	35	7	78	22	5	–
Nonmanufacturing	1,904	4.81	3.68	3.49– 5.65	583	571	179	19	42	22	18	70	23	29	68	14	37	41	92	33	14	49	–	–	–	–	–

See footnotes at end of tables

Table A-5. Hourly earnings of material movement and custodial workers in Kansas City, Mo.-Kans., September 1982 —Continued

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																							
		Mean[2]	Median[3]	Middle range[4]	3.20 and under 3.60	3.60 – 4.00	4.00 – 4.40	4.40 – 4.80	4.80 – 5.20	5.20 – 5.60	5.60 – 6.00	6.00 – 6.40	6.40 – 6.80	6.80 – 7.20	7.20 – 7.60	7.60 – 8.00	8.00 – 8.40	8.40 – 8.80	8.80 – 9.20	9.20 – 9.60	9.60 – 10.00	10.00 – 10.80	10.80 – 11.60	11.60 – 12.40	12.40 – 13.20	13.20 – 14.00	14.00 – 14.80
Guards I	1,453	4.45	3.60	3.35– 3.92	983	522	97	16	25	3	18	17	3	7	8	2	9	30	1	-	-	48	1	61	4	-	-
Manufacturing	128	10.00	11.87	8.77–11.87	-	-	8	-	-	-	2	2	2	4	2	2	-	30	-	-	-	10	1	61	4	-	-
Nonmanufacturing	1,325	3.92	3.60	3.35– 3.75	983	522	89	16	25	3	16	15	1	3	6	-	9	-	1	-	-	38	-	-	-	-	-
Guards II	812	7.69	8.29	6.05– 9.21	-	49	90	3	17	19	4	55	22	42	62	14	24	99	143	73	95	36	6	17	18	5	-
Manufacturing	233	9.78	9.21	8.87–10.31	-	-	-	-	-	-	-	-	-	16	-	-	6	9	50	40	41	25	6	17	18	5	-
Nonmanufacturing	579	6.85	7.42	4.84– 8.94	-	49	90	3	17	19	4	55	22	26	62	14	28	41	91	33	14	11	-	-	-	-	-
Janitors, porters, and cleaners	4,417	5.60	4.24	3.64– 7.00	862	675	790	343	143	73	96	195	78	101	60	29	84	91	56	360	33	91	258	-	-	1	-
Manufacturing	1,136	8.75	9.22	7.05–10.00	-	-	-	-	35	7	40	111	50	68	50	21	52	84	39	268	14	43	254	-	-	-	-
Nonmanufacturing	3,281	4.51	4.21	3.55– 4.51	862	675	790	343	108	66	56	84	28	33	10	8	32	7	17	92	19	48	4	-	-	1	-
Transportation and utilities	172	9.80	9.48	9.44–10.60	-	-	-	-	-	-	-	-	-	-	-	-	4	4	13	79	19	48	4	-	-	1	-

See footnotes at end of tables.

Table A-6. Average hourly earnings of maintenance, toolroom, powerplant, material movement, and custodial workers, by sex, in Kansas City, Mo.-Kans., September 1982

Sex,[1] occupation, and industry division	Number of workers	Average (mean[2]) hourly earnings (in dollars)[3]
Maintenance, toolroom, and powerplant occupations - men		
Maintenance carpenters	177	11.30
Manufacturing	138	11.20
Maintenance electricians	718	12.39
Manufacturing	640	12.33
Maintenance painters	150	11.56
Manufacturing	113	11.75
Maintenance machinists	385	12.68
Manufacturing	342	12.81
Maintenance mechanics (machinery)	1,098	10.97
Manufacturing	949	10.80
Maintenance mechanics (motor vehicles)	701	12.08
Manufacturing	206	11.03
Nonmanufacturing	495	12.51
Transportation and utilities	467	12.57
Maintenance pipefitters	443	12.15
Manufacturing	443	12.15
Millwrights	272	12.79
Manufacturing	272	12.79
Maintenance trades helpers	111	9.61
Manufacturing	85	9.96
Nonmanufacturing		
Transportation and utilities	26	8.46
Maintenance workers (general)	786	8.61
Manufacturing	360	8.96
Nonmanufacturing	426	8.31
Transportation and utilities	63	10.60
Machine-tool operators (toolroom)	192	11.19
Manufacturing	192	11.19
Tool and die makers	492	11.62
Manufacturing	481	11.59
Stationary engineers	459	11.63
Manufacturing	158	12.01
Nonmanufacturing	301	11.43
Transportation and utilities	46	12.08
Material movement and custodial occupations - men		
Truckdrivers	3,498	11.06
Manufacturing	747	9.42
Nonmanufacturing	2,751	11.51
Transportation and utilities	1,760	12.79
Truckdrivers, light truck	270	7.69
Manufacturing	76	8.60
Truckdrivers, medium truck	690	10.74
Manufacturing	364	8.97
Truckdrivers, heavy truck	348	9.95
Nonmanufacturing	292	9.42
Transportation and utilities	37	12.00
Truckdrivers, tractor-trailer	1,464	11.37
Manufacturing	168	9.49
Nonmanufacturing	1,296	11.62
Transportation and utilities	729	12.61
Shippers:		
Manufacturing	137	8.73
Receivers:		
Manufacturing	133	9.70
Shippers and receivers	514	9.02
Manufacturing	187	8.13
Warehousemen	1,988	8.99
Manufacturing	974	8.82
Nonmanufacturing	1,014	9.15
Shipping packers:		
Manufacturing	165	8.24
Material handling laborers	2,801	10.23
Manufacturing	697	8.50
Nonmanufacturing	2,104	10.81
Transportation and utilities	1,123	12.65
Forklift operators	1,848	9.67
Manufacturing	1,006	10.00
Nonmanufacturing	842	9.28
Power-truck operators (other than forklift)	138	10.30
Guards	1,979	5.61
Manufacturing	314	9.88
Nonmanufacturing	1,665	4.81
Transportation and utilities	29	8.69
Guards I	1,252	4.37
Manufacturing	116	10.00
Nonmanufacturing	1,136	3.80
Transportation and utilities	29	8.69
Guards II	727	7.75
Manufacturing	198	9.81
Nonmanufacturing	529	6.98
Janitors, porters, and cleaners	2,869	6.01
Manufacturing	958	8.85
Nonmanufacturing	1,911	4.58
Transportation and utilities	123	9.75
Material movement and custodial occupations - women		
Shippers:		
Manufacturing	54	6.61
Warehousemen	159	7.91
Manufacturing	94	7.01
Order fillers	1,492	6.77
Shipping packers:		
Manufacturing	93	6.41
Guards	269	5.45
Nonmanufacturing	222	4.54
Guards I	189	4.77
Nonmanufacturing	177	4.42
Guards II	80	7.04
Janitors, porters, and cleaners	1,476	4.71
Manufacturing	169	8.27
Nonmanufacturing	1,307	4.25

See footnotes at end of tables.

Table A-7. Indexes of earnings and percent increases for selected occupational groups, Kansas City, Mo.-Kans., selected periods

Period[1]	All industries					Manufacturing					Nonmanufacturing			
	Office clerical	Electronic data processing	Industrial nurses	Skilled maintenance	Unskilled plant	Office clerical	Electronic data processing	Industrial nurses	Skilled maintenance	Unskilled plant	Office clerical	Electronic data processing	Industrial nurses	Unskilled plant
Indexes (September 1977 = 100):														
September 1981	140.1	137.3	140.2	141.8	140.4	138.4	(*)	139.9	142.7	145.2	140.6	137.9	(*)	137.9
September 1982	152.7	149.7	152.7	149.2	148.1	148.8	(*)	151.2	149.8	154.1	154.1	150.3	(*)	145.1
Percent increases:														
September 1972 to September 1973	6.6	(*)	7.7	6.2	8.1	5.8	(*)	6.5	6.6	7.0	7.0	(*)	(*)	8.9
September 1973 to September 1974	8.0	6.8	9.7	9.9	8.7	8.7	6.9	10.9	10.0	9.7	7.9	6.8	(*)	7.8
September 1974 to September 1975	8.8	8.7	10.8	10.5	9.7	9.3	(*)	11.3	11.1	10.4	8.7	8.4	(*)	9.4
September 1975 to September 1976	8.1	6.5	7.2	7.4	10.3	7.0	(*)	7.4	6.5	8.4	8.4	6.2	(*)	11.7
September 1976 to September 1977	6.4	6.5	7.5	10.2	7.7	7.1	(*)	7.6	11.0	10.3	6.3	6.3	(*)	6.0
September 1977 to September 1978	8.8	9.3	8.5	8.3	8.1	7.2	(*)	8.1	8.0	8.8	9.2	10.1	(*)	7.6
September 1978 to September 1979	7.7	6.7	9.0	8.5	7.9	8.6	6.2	9.4	9.7	9.0	7.5	6.7	(*)	7.3
September 1979 to September 1980	9.1	8.4	7.6	9.9	10.4	9.8	8.9	6.8	9.5	11.0	8.9	8.2	(*)	10.1
September 1980 to September 1981	9.5	8.6	10.1	9.8	9.1	8.3	8.7	10.8	9.9	10.3	10.0	8.5	(*)	8.4
September 1981 to September 1982	9.0	9.0	8.9	5.2	5.5	7.5	8.7	8.1	5.0	6.1	9.6	9.0	(*)	5.2

See footnotes at end of tables.

Table A-8. Pay relationships in establishments with paired office clerical occupations, Kansas City, Mo.-Kans., September 1982

Occupation for which earnings are compared	Occupation for which average earnings equal 100																											
	Secretaries					Stenographers		Transcribing machine typists	Typists		File clerks			Messengers	Receptionists	Switchboard operators	Switchboard operator-receptionists	Order clerks		Accounting clerks				Payroll clerks	Key entry operators	
	I	II	III	IV	V	I	II		I	II	I	II	III					I	II	I	II	III	IV		I	II
Secretaries I	100	92	83	77	63	(*)	(*)	112	132	115	139	127	101	140	113	105	104	(*)	(*)	111	105	96	87	97	110	97
Secretaries II	109	100	85	75	65	113	104	(*)	141	112	(*)	(*)	(*)	143	(*)	100	109	104	(*)	130	104	81	69	95	109	98
Secretaries III	121	117	100	88	75	(*)	113	125	144	124	171	129	104	153	108	123	121	121	104	130	118	104	92	101	127	113
Secretaries IV	130	133	114	100	83	148	135	134	155	147	176	147	(*)	164	143	138	136	127	(*)	145	138	122	114	112	142	122
Secretaries V	159	154	133	121	100	(*)	149	160	189	154	(*)	195	(*)	216	150	153	174	(*)	(*)	169	159	134	132	130	161	140
Stenographers I	(*)	88	(*)	68	(*)	100	91	(*)	108	104	(*)	120	(*)	133	(*)	(*)	95	(*)	(*)	(*)	93	86	(*)	85	102	(*)
Stenographers II	(*)	96	88	74	67	110	100	(*)	128	110	(*)	135	117	144	91	94	117	(*)	(*)	132	101	84	76	91	106	95
Transcribing-machine typists	89	(*)	80	75	55	(*)	(*)	100	114	95	120	(*)	(*)	105	90	101	102	97	94	130	135	78	62	85	95	93
Typists I	76	71	69	64	53	93	78	88	100	84	107	95	100	103	84	79	88	89	(*)	95	114	77	49	78	85	83
Typists II	87	89	81	68	65	96	91	105	119	100	121	119	82	115	106	83	93	97	(*)	102	82	87	83	85	96	95
File clerks I	72	(*)	59	57	(*)	(*)	(*)	83	94	83	100	(*)	(*)	96	(*)	(*)	91	(*)	(*)	86	77	72	64	73	82	69
File clerks II	79	(*)	78	68	51	83	74	(*)	105	84	(*)	100	83	(*)	(*)	(*)	(*)	(*)	(*)	96	123	77	67	81	93	81
File clerks III	99	(*)	96	(*)	(*)	(*)	86	(*)	100	122	(*)	121	100	(*)	(*)	106	102	(*)	(*)	114	(*)	(*)	103	87	100	90
Messengers	71	70	65	61	46	75	69	95	97	87	104	(*)	(*)	100	85	77	88	(*)	(*)	89	117	74	67	75	84	78
Receptionists	88	(*)	93	70	67	(*)	110	111	120	94	(*)	(*)	(*)	118	100	101	(*)	(*)	(*)	(*)	95	91	76	96	(*)	89
Switchboard operators	96	100	81	72	65	(*)	107	99	126	121	(*)	(*)	95	130	99	100	104	(*)	(*)	105	103	96	87	88	112	94
Switchboard operator-receptionists	96	92	82	73	57	106	85	98	114	107	137	110	98	114	(*)	96	100	96	78	105	126	84	67	83	95	93
Order clerks I	(*)	96	82	79	(*)	(*)	(*)	104	112	104	118	(*)	(*)	(*)	(*)	(*)	105	100	87	110	95	93	81	93	105	91
Order clerks II	(*)	(*)	96	(*)	(*)	(*)	(*)	107	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	129	115	100	(*)	115	(*)	82	121	135	110
Accounting clerks I	90	77	77	69	59	(*)	76	77	105	98	116	104	88	112	(*)	96	95	91	(*)	100	77	72	53	76	96	85
Accounting clerks II	95	96	85	73	63	108	99	74	88	122	129	81	(*)	85	105	97	80	105	87	129	100	70	68	93	112	94
Accounting clerks III	104	124	96	82	75	116	119	129	130	115	139	129	(*)	135	110	105	119	108	(*)	138	143	100	81	97	120	108
Accounting clerks IV	115	145	108	88	76	(*)	132	161	205	120	155	149	97	150	132	115	150	124	122	189	147	124	100	110	141	123
Payroll clerks	103	105	99	89	77	118	110	117	129	118	137	124	115	133	104	114	120	108	83	131	107	103	91	100	109	102
Key entry operators I	91	91	79	71	62	96	94	106	117	104	122	108	100	119	(*)	89	106	95	74	104	90	83	71	92	100	87
Key entry operators II	103	102	89	82	71	(*)	106	108	121	105	144	124	111	128	112	106	108	110	91	117	106	93	81	98	115	100

NOTE: This matrix table shows the average (mean) relationship of earnings in establishments between any two occupations compared. Earnings for an occupation in the table stub are expressed as a percent of the earnings for an occupation in the column heading at the point where the data lines for the two intersect. For example, reading across the Secretaries II row, the 109 in the Secretaries I column indicates that Secretaries II average 109 percent of (or 9 percent more than) the earnings of Secretaries I.

See appendix A for method of computation.

Also see footnotes at end of tables.

Table A-9. Pay relationships in establishments with paired professional and technical occupations, Kansas City, Mo.-Kans., September 1982

Occupation for which earnings are compared	Occupation for which average earnings equal 100																		
	Computer systems analysts (business)			Computer programmers (business)			Computer operators			Peripheral equipment operators	Computer data librarians	Drafters				Electronics technicians			Registered industrial nurses
	I	II	III	I	II	III	I	II	III			II	III	IV	V	I	II	III	
Computer systems analysts (business) I	**100**	(*)	(*)	(*)	(*)	(*)	(*)	114	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
Computer systems analysts (business) II	(*)	**100**	83	151	128	97	175	149	136	(*)	163	191	160	131	110	143	125	(*)	134
Computer systems analysts (business) III	(*)	120	**100**	169	151	116	206	179	163	(*)	204	234	195	158	136	(*)	(*)	(*)	152
Computer programmers (business) I	(*)	66	59	**100**	83	72	137	119	95	(*)	(*)	145	121	88	73	(*)	(*)	(*)	92
Computer programmers (business) II	(*)	78	66	120	**100**	77	149	125	105	125	131	159	141	112	93	(*)	105	(*)	111
Computer programmers (business) III	(*)	103	86	139	129	**100**	190	162	140	174	(*)	208	189	150	117	(*)	(*)	(*)	122
Computer operators I	(*)	57	49	73	67	53	**100**	87	72	(*)	110	98	83	67	56	(*)	64	(*)	78
Computer operators II	87	67	56	84	80	62	116	**100**	88	120	122	112	102	80	72	77	74	74	95
Computer operators III	(*)	73	61	105	95	72	138	113	**100**	122	123	135	122	108	92	(*)	(*)	(*)	116
Peripheral equipment operators	(*)	(*)	(*)	(*)	80	57	(*)	83	82	**100**	104	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
Computer data librarians	(*)	61	49	(*)	76	(*)	91	82	81	96	**100**	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)
Drafters II	(*)	52	43	69	63	48	102	90	74	(*)	(*)	**100**	84	71	54	(*)	60	(*)	(*)
Drafters III	(*)	63	51	83	71	53	121	98	82	(*)	(*)	119	**100**	84	65	(*)	75	68	85
Drafters IV	(*)	77	63	113	89	67	150	125	93	(*)	(*)	140	119	**100**	80	(*)	91	79	104
Drafters V	(*)	91	74	137	107	85	180	139	109	(*)	(*)	185	153	124	**100**	(*)	(*)	(*)	133
Electronics technicians I	(*)	70	(*)	(*)	(*)	(*)	(*)	130	(*)	(*)	(*)	(*)	(*)	(*)	(*)	**100**	96	(*)	(*)
Electronics technicians II	(*)	80	(*)	(*)	95	(*)	156	136	(*)	(*)	(*)	167	134	110	(*)	104	**100**	89	118
Electronics technicians III	(*)	(*)	(*)	(*)	(*)	(*)	(*)	136	(*)	(*)	(*)	(*)	146	127	(*)	(*)	113	**100**	122
Registered industrial nurses	(*)	74	66	108	90	82	127	105	86	(*)	(*)	(*)	118	97	75	(*)	85	82	**100**

See table A-8 for description of these pay relationships and appendix A for method of computation.
Also see footnotes at end of tables.

Table A-10. Pay relationships in establishments with paired maintenance, toolroom, and powerplant occupations, Kansas City, Mo.-Kans., September 1982

Occupation for which earnings are compared	Occupation for which average earnings equal 100												
	Carpenters	Electricians	Painters	Machinists	Mechanics		Pipefitters	Millwrights	Trades helpers	Maintenance workers (general)	Machine-tool operators (toolroom)	Tool and die makers	Stationary engineers
					Machinery	Motor vehicles							
Maintenance carpenters	100	99	103	99	101	99	100	100	115	141	(*)	96	105
Maintenance electricians	101	100	103	100	102	105	101	102	117	108	(*)	97	102
Maintenance painters	97	97	100	96	99	103	99	99	109	121	(*)	97	100
Maintenance machinists	101	100	104	100	102	105	102	102	120	132	104	97	103
Maintenance mechanics (machinery)	99	98	101	98	100	102	100	101	113	105	106	94	100
Maintenance mechanics (motor vehicles)	101	95	97	96	98	100	98	97	113	105	(*)	92	95
Maintenance pipefitters	100	99	101	98	100	102	100	100	(*)	(*)	(*)	97	100
Millwrights	100	98	101	98	99	104	100	100	(*)	(*)	102	97	100
Maintenance trades helpers	87	85	92	83	89	88	(*)	(*)	100	93	(*)	(*)	91
Maintenance workers (general)	71	93	83	78	95	95	(*)	(*)	107	100	(*)	81	88
Machine-tool operators (toolroom)	(*)	(*)	(*)	97	94	(*)	(*)	98	(*)	(*)	100	94	(*)
Tool and die makers	104	103	103	103	107	109	103	103	(*)	124	107	100	103
Stationary engineers	95	98	100	97	100	105	100	100	110	114	(*)	97	100

See table A-8 for description of these pay relationships and appendix A for method of computation.
Also see footnotes at end of tables.

Table A-11. Pay relationships in establishments with paired material movement and custodial occupations, Kansas City, Mo.-Kans., September 1982

Occupation for which earnings are compared	Occupation for which average earnings equal 100															
	Truckdrivers				Shippers	Receivers	Shippers and receivers	Warehousemen	Order fillers	Shipping packers	Material handling laborers	Forklift operators	Power-truck operators (other than forklift)	Guards		Janitors, porters, and cleaners
	Light truck	Medium truck	Heavy truck	Tractor-trailer										I	II	
Truckdrivers, light truck	100	97	(*)	(*)	(*)	94	95	90	(*)	109	109	102	(*)	116	(*)	(*)
Truckdrivers, medium truck	103	100	(*)	98	(*)	105	107	104	(*)	124	107	106	(*)	(*)	107	117
Truckdrivers, heavy truck	(*)	(*)	100	100	(*)	(*)	(*)	(*)	(*)	(*)	106	104	(*)	(*)	(*)	117
Truckdrivers, tractor-trailer	(*)	102	100	100	105	106	102	107	106	120	104	106	(*)	(*)	(*)	130
Shippers	(*)	(*)	(*)	96	100	105	(*)	103	118	113	111	104	(*)	(*)	113	124
Receivers	107	96	(*)	94	96	100	(*)	100	122	113	107	100	(*)	113	105	109
Shippers and receivers	106	94	(*)	96	(*)	100	100	100	107	109	98	104	(*)	(*)	(*)	117
Warehousemen	112	96	(*)	94	97	100	100	100	133	110	114	103	(*)	109	(*)	115
Order fillers	(*)	(*)	(*)	94	85	82	94	75	100	103	92	80	(*)	(*)	93	105
Shipping packers	92	81	(*)	83	88	88	92	91	97	100	98	90	(*)	89	103	104
Material handling laborers	92	93	93	96	90	93	102	88	109	105	100	96	96	122	96	108
Forklift operators	96	94	96	95	96	100	96	97	125	111	104	100	97	106	101	112
Power-truck operators (other than forklift)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	(*)	104	103	100	(*)	(*)	106
Guards I	86	(*)	(*)	(*)	(*)	89	(*)	92	(*)	112	82	94	(*)	100	(*)	107
Guards II	(*)	94	(*)	(*)	88	96	(*)	(*)	108	97	104	99	(*)	(*)	100	108
Janitors, porters, and cleaners	(*)	86	86	77	81	92	85	87	95	96	92	90	94	94	92	100

See table A-8 for description of these pay relationships and appendix A for method of computation.
Also see footnotes at end of tables.

Table A-12. Weekly earnings of office workers in establishments employing 500 workers or more in Kansas City, Mo.-Kans., September 1982

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[1]			Number of workers receiving straight-time weekly earnings (in dollars) of —																					
			Mean[2]	Median[2]	Middle range[2]	130 and under 140	140 – 160	160 – 180	180 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 440	440 – 460	460 – 480	480 – 500	500 – 520	520 and over
Secretaries	1,524	40.0	317.50	304.00	258.00– 367.00	–	–	3	23	62	126	192	150	165	143	115	136	93	87	84	43	32	16	18	12	24
Manufacturing	485	40.0	308.50	294.50	257.50– 341.00	–	–	–	6	16	17	91	52	69	55	45	54	37	14	5	4	1	1	2	7	9
Nonmanufacturing	1,039	40.0	322.50	310.00	258.50– 384.50	–	–	3	17	46	109	101	98	98	88	70	82	56	73	79	39	31	15	16	5	15
Transportation and utilities	281	40.0	385.50	390.00	348.00– 416.50	–	–	–	–	–	–	3	15	17	16	11	20	38	44	55	14	23	4	9	5	7
Secretaries I	264	40.0	268.50	250.50	223.50– 303.00	–	–	–	16	35	56	39	30	18	19	9	12	13	14	–	1	–	–	–	2	–
Manufacturing	60	40.0	259.00	240.00	217.00– 283.00	–	–	–	6	16	4	16	2	3	4	2	2	1	1	–	1	–	–	–	2	–
Nonmanufacturing	204	40.0	271.50	256.00	226.00– 305.00	–	–	–	10	19	52	23	28	15	15	7	10	12	13	–	–	–	–	–	–	–
Secretaries II	251	40.0	255.00	246.50	231.00– 287.50	–	–	3	7	23	52	85	31	28	13	–	4	–	–	–	–	–	1	4	–
Nonmanufacturing	136	40.0	247.50	234.50	223.00– 259.50	–	–	3	7	23	39	32	8	7	11	–	4	–	–	–	–	–	–	2	–
Secretaries III	554	40.0	335.50	327.00	287.50– 378.50	–	–	–	–	4	18	48	50	66	64	55	69	46	39	60	6	5	1	8	4	11
Manufacturing	203	40.0	324.50	314.00	289.00– 341.00	–	–	–	–	–	–	10	17	33	44	33	40	14	2	–	–	1	–	1	3	5
Nonmanufacturing	351	40.0	341.50	344.00	275.50– 397.50	–	–	–	–	4	18	38	33	33	20	22	29	32	37	60	6	4	1	7	1	6
Transportation and utilities	145	40.0	390.50	397.50	369.50– 411.00	–	–	–	–	–	–	1	–	11	8	3	9	20	26	48	3	2	1	4	1	6
Secretaries IV	298	40.0	344.50	333.50	292.00– 384.50	–	–	–	–	–	–	17	34	43	35	30	41	21	11	9	20	20	7	2	–	8
Manufacturing	65	40.0	318.50	306.50	271.00– 367.00	–	–	–	–	–	–	12	9	10	5	2	9	12	2	2	1	–	–	–	–	1
Nonmanufacturing	233	40.0	352.00	339.50	298.00– 406.50	–	–	–	–	–	–	5	25	33	30	28	32	9	9	7	19	20	7	2	–	7
Transportation and utilities	47	40.0	412.50	424.00	385.50– 442.00	–	–	–	–	–	–	–	–	–	1	2	4	4	6	5	6	18	–	–	–	1
Secretaries V	119	39.5	406.50	402.00	368.00– 438.50	–	–	–	–	–	–	–	1	4	4	13	5	13	19	15	16	7	8	7	2	5
Nonmanufacturing	77	40.0	418.50	420.00	388.50– 449.50	–	–	–	–	–	–	–	–	2	4	5	2	3	10	12	14	7	7	7	2	2
Stenographers	364	40.0	328.00	332.00	245.50– 392.00	–	6	9	7	11	47	33	20	11	17	48	27	7	33	18	8	31	24	6	3	–
Manufacturing	158	40.0	299.00	280.00	240.00– 338.50	–	–	–	–	8	42	19	14	9	2	28	15	4	–	–	1	3	5	5	3	–
Nonmanufacturing	206	40.0	350.00	382.00	287.50– 431.50	–	6	9	7	3	5	14	6	2	15	18	12	3	33	18	7	28	19	1	–	–
Transportation and utilities	171	40.0	380.50	392.00	328.00– 444.50	–	–	–	–	–	3	9	6	2	14	18	12	1	33	18	7	28	19	1	–	–
Stenographers I	184	40.0	300.50	264.50	229.50– 402.50	–	6	9	2	10	43	19	14	9	3	16	–	3	–	15	1	17	17	–	–	–
Nonmanufacturing	69	40.0	354.50	402.50	201.50– 455.50	–	6	9	2	2	1	1	–	–	1	1	–	1	–	15	–	16	14	–	–	–
Transportation and utilities	49	40.0	428.00	450.50	402.50– 461.50	–	–	–	–	–	1	1	–	–	–	1	–	1	–	15	–	16	14	–	–	–
Stenographers II	180	40.0	355.50	350.50	306.00– 392.00	–	–	–	5	1	4	14	6	2	14	30	27	4	33	3	7	14	7	6	3	–
Nonmanufacturing	137	40.0	348.00	350.50	301.00– 392.00	–	–	–	5	1	4	13	6	2	14	17	12	2	33	3	7	12	5	1	–	–
Transportation and utilities	122	40.0	361.00	368.50	306.00– 392.00	–	–	–	–	–	2	8	6	2	14	17	12	–	33	3	7	12	5	1	–	–
Typists	324	40.0	222.00	200.50	182.50– 258.00	–	49	28	82	54	13	22	14	17	9	8	17	2	5	1	–	2	1	–	–	–
Manufacturing	117	39.5	223.50	209.00	190.50– 248.00	–	–	6	35	33	9	11	8	7	4	4	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	207	40.0	221.00	192.50	181.50– 264.50	–	49	22	47	21	4	11	6	10	5	4	17	2	5	1	–	2	1	–	–	–
Transportation and utilities	65	40.0	307.00	317.50	244.00– 351.50	–	–	1	7	2	1	7	4	7	4	4	17	2	5	1	–	2	1	–	–	–
Typists I	191	40.0	195.50	189.50	161.00– 216.50	–	47	25	49	32	7	11	6	7	4	2	1	–	–	–	–	–	–	–	–	–
Manufacturing	84	39.5	205.50	200.50	189.50– 218.50	–	–	6	32	31	5	5	4	1	–	–	–	–	–	–	–	–	–	–	–	–
Nonmanufacturing	107	40.0	187.50	163.00	149.50– 196.00	–	47	19	17	1	2	6	2	6	4	2	1	–	–	–	–	–	–	–	–	–
Typists II	133	39.5	260.00	240.00	196.00– 317.50	–	2	3	33	22	6	11	8	10	5	6	16	2	5	1	–	2	1	–	–	–
Nonmanufacturing	100	40.0	257.00	208.50	192.50– 346.50	–	2	3	30	20	2	5	4	4	1	2	16	2	5	1	–	2	1	–	–	–
Transportation and utilities	47	40.0	324.00	347.50	267.00– 356.00	–	–	–	2	2	1	4	4	4	1	2	16	2	5	1	–	2	1	–	–	–
File clerks	175	40.0	203.50	153.00	141.50– 273.00	41	61	13	11	2	1	–	4	8	5	5	1	10	–	6	1	3	2	1	–	–
Nonmanufacturing	168	40.0	203.00	149.50	141.00– 265.50	41	60	13	8	2	1	–	4	5	5	5	1	10	–	6	1	3	2	1	–	–
Transportation and utilities	39	40.0	354.00	360.00	306.00– 402.50	–	–	–	–	1	1	–	4	2	5	5	1	7	–	6	1	3	2	1	–	–
Messengers	80	40.0	202.00	186.00	170.00– 209.00	–	5	25	24	11	3	3	3	3	–	–	–	–	–	1	1	1	–	–	–	–
Nonmanufacturing	62	40.0	200.00	185.00	171.00– 207.50	–	5	20	18	9	1	2	2	3	–	–	–	–	–	1	1	–	–	–	–	–

See footnotes at end of tables.

Table A-12. Weekly earnings of office workers in establishments employing 500 workers or more in Kansas City, Mo.-Kans., September 1982 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[3]	Median[4]	Middle range[5]	130 and under 140	140 – 160	160 – 180	180 – 200	200 – 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 420	420 – 440	440 – 460	460 – 480	480 – 500	500 – 520	520 and over
Switchboard operators	107	39.5	219.50	194.00	178.00– 240.50	1	5	22	30	6	15	12	1	5	2	1	2	2	-	-	-	-	-	1	2	-
Nonmanufacturing	92	39.5	208.00	187.00	184.00– 231.50	1	5	22	29	6	12	6	1	4	2	-	1	2	-	-	-	-	-	-	1	-
Accounting clerks	1,394	40.0	326.50	325.00	245.00– 412.00	-	2	38	76	103	85	106	95	96	74	74	78	88	76	117	164	44	50	10	12	6
Manufacturing	192	40.0	275.50	256.00	209.00– 332.00	-	-	6	25	34	15	17	9	12	13	18	14	15	-	4	3	3	-	4	-	-
Nonmanufacturing	1,202	40.0	334.50	340.00	253.00– 420.00	-	2	32	51	69	70	89	86	84	61	56	64	73	76	113	161	41	50	6	12	6
Transportation and utilities	546	40.0	395.00	409.50	364.50– 431.50	-	-	-	1	3	3	11	14	27	12	29	28	54	56	70	151	35	34	-	12	6
Accounting clerks I	145	40.0	244.50	232.00	190.00– 288.00	-	2	16	23	27	11	5	14	20	5	7	9	6	-	-	-	-	-	-	-	-
Nonmanufacturing	127	40.0	250.50	243.00	200.00– 291.50	-	2	10	16	26	9	5	13	20	4	7	9	6	-	-	-	-	-	-	-	-
Transportation and utilities	59	40.0	297.00	291.00	268.50– 336.00	-	-	-	1	3	3	4	8	15	3	7	9	6	-	-	-	-	-	-	-	-
Accounting clerks II	588	40.0	334.50	345.00	244.00– 431.50	-	-	17	39	42	35	35	36	23	15	37	21	33	29	33	125	11	27	-	10	-
Manufacturing	77	40.0	252.50	242.50	201.00– 309.50	-	-	-	14	16	8	9	5	3	6	14	2	-	-	-	-	-	-	-	-	-
Nonmanufacturing	491	40.0	347.50	372.50	264.00– 431.50	-	-	17	25	26	27	26	31	20	9	23	19	33	29	33	125	11	27	-	10	-
Transportation and utilities	329	40.0	403.00	428.00	372.50– 431.50	-	-	-	-	-	-	7	3	10	8	20	16	30	29	33	125	11	27	-	10	-
Accounting clerks III	548	40.0	336.00	341.50	274.50– 404.50	-	-	5	14	32	31	40	24	37	52	30	45	47	45	77	26	26	7	-	2	6
Manufacturing	72	40.0	287.50	292.50	211.00– 344.00	-	-	-	4	17	2	3	3	9	5	4	10	15	-	-	-	-	-	-	-	-
Nonmanufacturing	474	40.0	343.50	350.00	283.00– 415.50	-	-	5	10	15	29	37	21	28	47	26	35	32	45	77	26	26	7	-	2	6
Accounting clerks IV	135	40.0	342.50	289.00	253.00– 439.00	-	-	-	-	2	8	26	21	16	2	-	3	2	2	7	13	7	16	10	-	-
Nonmanufacturing	110	40.0	337.00	283.50	256.50– 438.50	-	-	-	-	2	5	21	21	16	1	-	1	2	2	3	10	4	16	6	-	-
Payroll clerks	220	39.5	307.00	282.50	207.50– 401.50	-	5	19	13	30	17	11	13	9	6	16	5	15	6	6	14	12	12	3	5	3
Nonmanufacturing	173	39.0	298.00	265.50	207.50– 416.50	-	5	19	13	28	12	5	7	8	5	13	4	5	4	5	13	11	12	-	4	-
Transportation and utilities	60	40.0	422.00	431.00	409.00– 483.50	-	-	-	-	-	-	2	2	1	-	-	1	5	4	5	13	11	12	-	4	-
Key entry operators	775	40.0	262.00	277.00	228.50– 315.50	-	24	24	50	67	70	70	105	110	66	34	35	43	18	2	7	30	15	5	-	-
Manufacturing	187	40.0	262.00	249.50	214.50– 298.00	-	-	10	21	21	30	20	17	23	31	2	-	-	1	-	3	-	3	5	-	-
Nonmanufacturing	588	40.0	268.50	281.50	235.00– 338.00	-	24	14	29	46	40	50	88	87	35	32	35	43	17	2	4	30	12	-	-	-
Transportation and utilities	239	40.0	351.00	346.00	302.00– 384.50	-	-	-	-	-	6	4	12	37	24	21	29	41	17	2	4	30	12	-	-	-
Key entry operators I	542	40.0	270.50	265.00	214.00– 307.50	-	24	22	45	62	53	57	78	57	26	18	21	32	5	2	7	24	9	-	-	-
Manufacturing	105	40.0	229.00	221.00	194.00– 247.50	-	-	10	21	19	21	15	6	7	-	2	-	-	1	-	3	-	-	-	-	-
Nonmanufacturing	437	40.0	280.50	277.00	226.00– 324.50	-	24	12	24	43	32	42	72	50	26	16	21	32	4	2	4	24	9	-	-	-
Key entry operators II	233	40.0	309.00	298.00	270.00– 331.50	-	-	2	5	5	17	13	27	53	40	16	14	11	13	-	-	6	6	5	-	-
Manufacturing	82	40.0	303.50	298.00	266.00– 315.00	-	-	-	-	2	9	5	11	16	31	-	-	-	-	-	-	-	3	5	-	-
Nonmanufacturing	151	40.0	312.00	298.50	273.50– 351.00	-	-	2	5	3	8	8	16	37	9	16	14	11	13	-	-	6	3	-	-	-
Transportation and utilities	61	40.0	356.50	360.50	325.00– 385.50	-	-	-	-	-	1	3	4	4	1	7	10	9	13	-	-	6	3	-	-	-

See footnotes at end of tables.

Table A-13. Weekly earnings of professional and technical workers in establishments employing 500 workers or more in Kansas City, Mo.-Kans., September 1982

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[1]			Number of workers receiving straight-time weekly earnings (in dollars) of —																			
			Mean[2]	Median[2]	Middle range[2]	Under 200	200 and under 220	220 - 240	240 - 260	260 - 280	280 - 300	300 - 320	320 - 340	340 - 360	360 - 380	380 - 400	400 - 440	440 - 480	480 - 520	520 - 560	560 - 600	600 - 640	640 - 680	680 - 720	720 - 760	760 - 800
Computer systems analysts (business)	627	40.0	563.50	547.00	481.50- 635.00	-	-	-	-	-	-	-	1	5	1	14	35	91	109	28	79	54	52	31	31	36
Manufacturing	128	40.0	550.00	529.00	481.50- 618.50	-	-	-	-	-	-	-	-	2	-	2	5	22	30	19	12	9	12	7	5	3
Nonmanufacturing	499	40.0	567.00	551.50	481.50- 639.50	-	-	-	-	-	-	-	1	3	1	12	30	69	79	89	67	45	40	24	26	33
Computer systems analysts (business) II	248	40.0	543.50	530.00	480.00- 611.50	-	-	-	-	-	-	-	-	3	1	9	10	37	52	38	30	29	24	12	5	-
Manufacturing	92	40.0	505.50	493.50	472.00- 544.00	-	-	-	-	-	-	-	-	2	-	2	5	22	29	18	10	3	2	1	-	-
Nonmanufacturing	156	40.0	566.00	577.00	495.50- 639.50	-	-	-	-	-	-	-	-	1	1	7	5	15	23	20	20	26	22	11	5	-
Computer systems analysts (business) III	261	40.0	613.00	594.00	520.50- 705.50	-	-	-	-	-	-	-	-	-	-	-	5	30	30	38	33	18	28	19	26	26
Nonmanufacturing	225	40.0	604.50	572.50	509.50- 704.00	-	-	-	-	-	-	-	-	-	-	-	5	30	29	35	31	12	18	13	21	33
Computer programmers (business)	436	40.0	430.50	420.00	384.50- 462.00	-	-	1	3	1	12	19	12	19	35	53	114	79	31	26	19	11	4	4	-	-
Manufacturing	146	39.5	452.50	432.50	396.00- 483.00	-	-	1	1	-	-	-	3	9	12	12	39	33	9	5	12	5	4	2	-	-
Nonmanufacturing	290	40.0	419.00	410.00	375.00- 456.00	-	-	-	2	1	12	19	9	11	23	41	75	46	22	15	7	6	-	2	-	-
Transportation and utilities	98	40.0	472.00	460.00	415.50- 519.50	-	-	-	-	-	-	-	1	1	8	8	20	20	16	10	6	6	-	2	-	-
Computer programmers (business) I	65	40.0	382.00	375.00	309.00- 404.00	-	-	1	1	1	6	6	3	5	12	10	11	6	-	-	-	-	-	-	-	-
Computer programmers (business) II	224	40.0	422.00	423.50	384.50- 457.50	-	-	-	2	-	3	12	9	12	12	29	65	55	17	10	1	4	-	-	-	-
Nonmanufacturing	138	40.0	416.00	417.50	362.50- 461.50	-	-	-	2	-	3	12	6	9	7	14	33	27	15	9	-	1	-	-	-	-
Transportation and utilities	67	40.0	451.00	454.50	411.50- 486.00	-	-	-	-	-	-	-	1	1	4	8	16	19	13	6	-	1	-	-	-	-
Computer programmers (business) III	145	39.5	472.50	448.00	404.00- 548.00	-	-	-	-	-	-	-	-	2	11	21	36	19	12	10	10	7	4	4	-	-
Nonmanufacturing	112	40.0	447.00	414.50	394.00- 476.00	-	-	-	-	-	-	-	-	2	11	21	35	16	7	6	7	5	-	2	-	-
Computer operators	599	39.5	362.00	362.50	282.50- 413.00	2	14	41	35	47	45	38	56	11	82	40	85	28	28	24	4	22	-	-	-	-
Manufacturing	148	40.0	384.00	386.00	305.50- 427.00	-	3	7	8	9	9	6	8	4	17	16	27	10	6	3	4	7	-	-	-	-
Nonmanufacturing	451	39.5	354.50	338.50	281.50- 403.50	2	11	34	27	38	36	32	48	7	65	22	58	18	17	21	-	15	-	-	-	-
Transportation and utilities	139	40.0	427.00	403.50	389.00- 488.00	-	-	5	-	4	1	6	6	3	13	10	39	16	17	14	-	12	-	-	-	-
Computer operators I	114	39.5	288.50	281.50	249.50- 335.00	2	6	15	14	16	19	5	20	2	9	5	1	-	-	-	-	-	-	-	-	-
Nonmanufacturing	71	39.0	286.00	281.50	249.50- 335.00	2	3	6	10	10	12	2	18	1	-	5	-	-	-	-	-	-	-	-	-	-
Computer operators II	268	39.5	353.50	362.50	275.50- 403.50	-	6	26	19	22	12	15	17	5	54	22	57	5	14	10	2	-	-	-	-	-
Manufacturing	66	40.0	387.50	386.00	359.50- 427.00	-	-	-	4	3	2	3	3	2	5	15	24	-	1	2	2	-	-	-	-	-
Nonmanufacturing	222	39.5	343.00	362.50	268.00- 403.50	-	6	26	15	19	10	12	14	3	49	7	33	5	13	8	-	-	-	-	-	-
Transportation and utilities	48	40.0	426.00	403.50	403.50- 486.50	-	-	-	-	1	1	-	3	-	1	-	23	5	13	1	-	-	-	-	-	-
Computer operators III	197	39.5	418.50	400.50	329.50- 479.00	-	-	-	2	6	14	18	19	4	19	13	27	23	11	14	5	22	-	-	-	-
Nonmanufacturing	158	39.5	401.00	383.00	312.50- 449.50	-	-	-	2	6	14	18	18	3	16	10	25	13	4	13	-	15	-	-	-	-
Peripheral equipment operators	62	40.0	331.00	339.50	302.50- 372.50	3	3	3	-	1	2	6	20	1	7	-	6	6	-	-	-	-	-	-	-	-
Nonmanufacturing	62	40.0	331.00	339.50	302.50- 372.50	3	3	3	-	1	2	6	20	1	7	-	6	6	-	-	-	-	-	-	-	-
Drafters	685	39.5	351.00	329.00	278.50- 402.50	1	-	29	61	63	70	76	55	57	43	33	48	44	36	25	24	-	-	-	-	-
Manufacturing	392	39.0	362.50	332.00	289.50- 419.00	-	-	8	35	32	39	54	42	32	29	13	30	33	27	18	21	-	-	-	-	-
Nonmanufacturing	293	40.0	336.00	312.00	284.50- 382.00	1	-	21	46	31	31	22	13	25	14	20	18	11	9	7	3	-	-	-	-	-
Drafters II	193	39.5	295.00	259.50	251.50- 273.50	1	-	24	79	59	21	1	1	7	-	2	-	1	-	-	-	-	-	-	-	-
Nonmanufacturing	120	40.0	269.50	261.50	250.50- 280.00	1	-	16	41	31	19	1	1	7	-	2	-	1	-	-	-	-	-	-	-	-
Drafters III	171	39.0	311.50	307.50	280.50- 322.00	-	-	-	2	4	49	63	31	17	4	-	-	-	-	1	-	-	-	-	-	-

See footnotes at end of tables.

Table A-13. Weekly earnings of professional and technical workers in establishments employing 500 workers or more in Kansas City, Mo.-Kans., September 1982 —Continued

Occupation and industry division	Number of workers	Average weekly hours[1] (standard)	Weekly earnings (in dollars)[2]			Number of workers receiving straight-time weekly earnings (in dollars) of —																				
			Mean[3]	Median[3]	Middle range[3]	Under 200	200 and under 220	220 – 240	240 – 260	260 – 280	280 – 300	300 – 320	320 – 340	340 – 360	360 – 380	380 – 400	400 – 440	440 – 480	480 – 520	520 – 560	560 – 600	600 – 640	640 – 680	680 – 720	720 – 760	760 – 800
Drafters IV	174	39.5	376.00	366.50	342.00– 392.50	-	-	-	-	-	-	12	23	31	39	28	25	10	4	2	-	-	-	-	-	-
Manufacturing	108	39.0	368.00	362.50	338.50– 382.00	-	-	-	-	-	-	12	17	20	27	11	14	4	2	1	-	-	-	-	-	-
Drafters V	139	40.0	495.00	497.00	459.50– 553.50	-	-	-	-	-	-	-	-	2	-	3	23	33	32	22	24	-	-	-	-	-
Manufacturing	91	40.0	509.00	508.50	473.00– 556.50	-	-	-	-	-	-	-	-	2	-	2	6	18	25	17	21	-	-	-	-	-
Electronics technicians	1,188	40.0	485.50	529.00	445.00– 545.50	-	-	-	2	2	12	36	27	71	49	34	45	65	162	575	78	10	-	-	-	-
Manufacturing	521	40.0	437.50	445.00	361.00– 483.50	-	-	-	2	2	8	24	26	64	42	34	40	56	144	5	78	-	-	-	-	-
Nonmanufacturing	647	40.0	524.00	531.00	529.00– 545.50	-	-	-	-	-	4	12	1	7	7	-	5	9	18	570	-	10	-	-	-	-
Transportation and utilities	440	40.0	520.50	529.00	529.00– 531.50	-	-	-	-	-	4	9	-	7	6	-	4	7	12	381	-	10	-	-	-	-
Electronics technicians I	239	40.0	490.50	529.00	445.00– 545.50	-	-	-	2	2	2	11	19	2	-	-	-	30	3	168	-	-	-	-	-	-
Electronics technicians II	369	40.0	438.50	483.50	360.00– 483.50	-	-	-	-	-	6	16	8	62	40	28	4	-	142	63	-	-	-	-	-	-
Manufacturing	296	40.0	412.00	389.50	346.00– 483.50	-	-	-	-	-	6	16	8	62	40	28	4	-	132	-	-	-	-	-	-	-
Electronics technicians III	369	40.0	525.50	545.50	530.50– 551.50	-	-	-	-	-	-	-	-	-	3	6	37	28	12	195	78	10	-	-	-	-
Manufacturing	165	40.0	503.00	550.00	435.00– 561.50	-	-	-	-	-	-	-	-	-	2	6	36	26	12	5	78	-	-	-	-	-
Registered industrial nurses	65	40.0	416.00	398.00	384.00– 469.00	-	-	-	-	-	-	3	4	6	10	10	13	6	4	5	4	-	-	-	-	-
Manufacturing	54	40.0	419.00	403.00	385.50– 465.50	-	-	-	-	-	-	3	4	6	6	6	13	6	1	5	4	-	-	-	-	-

See footnotes at end of tables.

Table A-14. Average weekly earnings of office, professional, and technical workers, by sex in establishments employing 500 workers or more in Kansas City, Mo.-Kans., September 1962

Sex,[2] occupation, and industry division	Number of workers	Average (mean[3])	
		Weekly hours[1] (standard)	Weekly earnings (in dollars)[1]
Office occupations - men			
Accounting clerks:			
Nonmanufacturing:			
Transportation and utilities	66	40.0	409.00
Accounting clerks II:			
Nonmanufacturing:			
Transportation and utilities	47	40.0	401.50
Office occupations - women			
Secretaries	1,476	40.0	316.50
Manufacturing	485	40.0	306.50
Nonmanufacturing	991	40.0	321.50
Transportation and utilities	275	40.0	382.00
Secretaries I	264	40.0	268.50
Manufacturing	60	40.0	259.00
Nonmanufacturing	204	40.0	271.50
Secretaries II	249	40.0	254.50
Nonmanufacturing	134	40.0	246.50
Secretaries III	549	40.0	333.50
Manufacturing	203	40.0	324.50
Nonmanufacturing	346	40.0	338.50
Transportation and utilities	140	40.0	385.00
Secretaries IV	295	40.0	343.50
Manufacturing	65	40.0	318.50
Nonmanufacturing	230	40.0	350.50
Transportation and utilities	46	40.0	409.50
Secretaries V	119	39.5	406.50
Nonmanufacturing	77	40.0	418.50
Stenographers	340	40.0	319.50
Manufacturing	158	40.0	299.00
Nonmanufacturing	182	40.0	338.00
Transportation and utilities	148	40.0	369.50
Stenographers I	169	40.0	287.00
Stenographers II	171	40.0	352.00
Nonmanufacturing	128	40.0	342.00
Transportation and utilities	113	40.0	356.00
Typists	314	40.0	220.50
Manufacturing	117	39.5	223.50
Nonmanufacturing	197	40.0	219.00
Transportation and utilities	62	40.0	304.50
Typists I	184	40.0	194.50
Manufacturing	84	39.5	205.50
Nonmanufacturing	100	40.0	185.00
Typists II	130	39.5	257.50
Nonmanufacturing	97	40.0	254.00
Transportation and utilities	44	40.0	322.00
File clerks	166	40.0	195.50
Nonmanufacturing	159	40.0	194.50
Transportation and utilities	30	40.0	354.50
Switchboard operators	104	39.5	217.50
Nonmanufacturing	89	39.5	205.50
Accounting clerks	1,176	40.0	319.00
Manufacturing	179	40.0	269.50
Nonmanufacturing	997	40.0	328.00
Transportation and utilities	469	40.0	391.50
Accounting clerks I	126	40.0	242.50
Nonmanufacturing	108	40.0	249.00
Transportation and utilities	54	40.0	299.50
Accounting clerks II	473	40.0	334.00
Manufacturing	71	40.0	246.00
Nonmanufacturing	402	40.0	349.50
Transportation and utilities	282	40.0	403.50
Accounting clerks III	465	40.0	324.50
Manufacturing	70	40.0	285.50
Nonmanufacturing	395	40.0	331.50
Accounting clerks IV	112	40.0	320.50
Nonmanufacturing	92	40.0	312.50
Payroll clerks	193	39.0	300.00
Nonmanufacturing	150	39.0	292.00
Transportation and utilities	55	40.0	418.00
Key entry operators	691	40.0	283.50
Manufacturing	187	40.0	262.00
Nonmanufacturing	504	40.0	292.00
Key entry operators I	478	40.0	273.50
Manufacturing	105	40.0	229.00
Nonmanufacturing	373	40.0	286.00
Key entry operators II	213	40.0	306.00
Manufacturing	82	40.0	303.50
Nonmanufacturing	131	40.0	308.00
Transportation and utilities	56	40.0	347.50
Professional and technical occupations - men			
Computer systems analysts (business)	446	40.0	587.50
Manufacturing	94	40.0	560.50
Nonmanufacturing	352	40.0	595.00
Computer systems analysts (business) II	174	40.0	557.00
Manufacturing	62	40.0	505.50
Computer systems analysts (business) III	197	40.0	642.50
Nonmanufacturing	165	40.0	637.50
Computer programmers (business):			
Manufacturing	72	39.0	484.50
Nonmanufacturing:			
Transportation and utilities	59	40.0	486.00
Computer programmers (business) II:			
Nonmanufacturing:			
Transportation and utilities	36	40.0	457.50
Computer operators:			
Manufacturing	90	40.0	411.50
Nonmanufacturing:			
Transportation and utilities	80	40.0	435.50
Computer operators I	65	39.0	291.00
Drafters	560	39.5	360.50
Manufacturing	319	39.0	375.50
Nonmanufacturing	241	40.0	340.50
Drafters II	144	39.5	265.50
Nonmanufacturing	96	40.0	268.50
Drafters III	123	39.0	310.00
Drafters IV	156	39.5	376.00
Manufacturing	96	39.0	370.50
Drafters V	132	40.0	496.50
Manufacturing	88	40.0	510.00
Electronics technicians	1,091	40.0	486.00
Manufacturing	503	40.0	438.50
Nonmanufacturing	588	40.0	526.50
Transportation and utilities	389	40.0	523.00
Electronics technicians I	216	40.0	493.50
Electronics technicians II	356	40.0	435.50
Manufacturing	286	40.0	411.00
Electronics technicians III	359	40.0	523.50
Manufacturing	165	40.0	503.00
Professional and technical occupations - women			
Computer systems analysts (business):			
Computer systems analysts (business) II	66	40.0	515.00

See footnotes at end of tables.

Table A-14. Average weekly earnings of office, professional, and technical workers, by sex in establishments employing 500 workers or more in Kansas City, Mo.-Kans., September 1982 —Continued

Sex,[3] occupation, and industry division	Number of workers	Average (mean[2])	
		Weekly hours[1] (standard)	Weekly earnings (in dollars)[1]
Computer programmers (business):			
Manufacturing	74	39.5	421.00
Nonmanufacturing:			
Transportation and utilities	39	40.0	451.00
Computer programmers (business) II:			
Nonmanufacturing:			
Tranaportation and utilities	31	40.0	443.00
Computer operators:			
Manufacturing	58	40.0	341.50
Nonmanufacturing:			
Transportation and utilities	55	40.0	407.50
Drafters	122	39.5	304.00
Manufacturing	73	39.0	305.00
Electronics technicians	67	40.0	456.50
Registered industrial nurses	62	40.0	417.00
Manufacturing	52	40.0	419.50

See footnotes at end of tables.

Table A-15. Hourly earnings of maintenance, toolroom, and powerplant workers in establishments employing 500 workers or more in Kansas City, Mo.-Kans., September 1982

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[a]			Number of workers receiving straight-time hourly earnings (in dollars) of —																					
		Mean[a]	Median[a]	Middle range[a]	Under 7.00	7.00 and under 7.40	7.40 – 7.80	7.80 – 8.20	8.20 – 8.60	8.60 – 9.00	9.00 – 9.40	9.40 – 9.80	9.80 – 10.20	10.20 – 10.60	10.60 – 11.00	11.00 – 11.40	11.40 – 11.80	11.80 – 12.20	12.20 – 12.60	12.60 – 13.00	13.00 – 13.40	13.40 – 13.80	13.80 – 14.20	14.20 – 14.60	14.60 – 15.00	15.00 – 15.40	15.40 and over
Maintenance carpenters	168	11.36	11.09	10.11–11.75	-	-	-	-	-	-	-	-	72	-	-	29	29	6	-	-	-	18	3	8	-	1	1
Manufacturing	134	11.17	10.11	10.11–11.75	-	-	-	-	-	-	-	-	68	-	-	25	12	7	-	-	-	18	3	-	-	-	1
Maintenance electricians	593	12.66	13.24	11.71–13.86	-	-	-	-	-	4	-	-	46	-	-	82	39	105	14	2	64	7	242	7	-	-	1
Manufacturing	512	12.64	13.60	11.71–13.86	-	-	-	-	-	4	-	-	46	-	-	82	29	101	11	2	-	7	242	7	-	-	1
Maintenance painters	106	12.11	11.75	11.09–13.57	-	-	-	-	-	-	-	-	23	-	-	16	19	-	-	8	-	36	6	-	-	-	-
Manufacturing	84	11.99	11.75	10.11–13.57	-	-	-	-	-	-	-	-	22	-	-	16	10	-	-	-	-	36	-	-	-	-	-
Maintenance machinists	282	13.27	14.04	11.93–14.35	-	-	-	-	-	-	-	-	-	-	-	14	23	43	22	-	18	12	60	90	-	-	-
Manufacturing	269	13.29	14.04	11.93–14.35	-	-	-	-	-	-	-	-	-	-	-	14	23	43	15	-	12	12	60	90	-	-	-
Maintenance mechanics (machinery)	547	12.22	12.27	11.09–13.53	-	-	-	-	-	-	-	4	86	-	-	158	2	-	31	1	111	33	121	-	-	-	-
Manufacturing	433	12.01	11.35	11.09–13.86	-	-	-	-	-	-	-	4	86	-	-	158	-	-	30	-	1	33	121	-	-	-	-
Maintenance mechanics (motor vehicles)	267	12.76	13.17	11.78–13.64	-	1	-	-	-	-	-	4	14	6	-	22	30	-	-	-	73	92	25	-	-	-	-
Manufacturing	102	12.72	13.58	11.09–13.64	-	-	-	-	-	-	-	-	11	5	-	19	-	-	-	-	-	42	25	-	-	-	-
Nonmanufacturing	165	12.78	13.01	11.78–13.51	-	1	-	-	-	-	-	4	3	1	-	3	30	-	-	-	73	50	-	-	-	-	-
Transportation and utilities	153	12.76	13.01	11.78–13.51	-	1	-	-	-	-	-	4	3	1	-	3	29	-	-	-	62	50	-	-	-	-	-
Maintenance pipefitters	374	12.32	11.75	11.09–13.64	-	-	-	-	-	-	-	2	40	-	-	79	79	-	-	-	-	151	18	5	-	-	-
Manufacturing	374	12.32	11.75	11.09–13.64	-	-	-	-	-	-	-	2	40	-	-	79	79	-	-	-	-	151	18	5	-	-	-
Millwrights	254	12.87	13.58	11.75–13.64	-	-	-	-	-	-	-	8	-	-	-	3	76	-	6	-	-	161	-	-	-	-	-
Manufacturing	254	12.87	13.58	11.75–13.64	-	-	-	-	-	-	-	8	-	-	-	3	76	-	6	-	-	161	-	-	-	-	-
Maintenance trades helpers	68	9.90	9.32	7.93–10.77	-	-	-	21	-	-	16	1	-	12	2	-	-	-	14	-	2	-	-	-	-	-	-
Maintenance workers (general)	65	10.13	10.37	8.79–12.31	* 7	2	1	3	2	2	4	5	4	5	7	5	-	1	11	-	6	-	-	-	-	-	-
Tool and die makers	268	13.14	13.88	12.38–13.88	-	-	-	-	-	-	-	6	8	-	-	-	4	2	88	3	-	3	154	-	-	-	-
Manufacturing	265	13.14	13.88	12.38–13.88	-	-	-	-	-	-	-	6	8	-	-	-	4	2	88	-	-	3	154	-	-	-	-
Stationary engineers	216	12.10	11.75	11.15–13.56	-	-	-	-	1	-	-	10	20	-	6	29	53	12	2	1	27	41	8	-	6	-	-
Manufacturing	132	12.23	11.75	11.35–13.56	-	-	-	-	1	-	-	10	12	-	2	8	6	12	2	-	27	-	-	-	6	-	-
Nonmanufacturing	84	11.90	12.11	10.05–13.35	-	-	-	-	-	-	-	-	8	-	4	23	47	-	-	1	-	41	8	-	-	-	-

* Workers were distributed as follows: 3 under $5.80; and 4 at $6.20 to $6.60.

Also see footnotes at end of tables.

Table A-16. Hourly earnings of material movement and custodial workers in establishments employing 500 workers or more in Kansas City, Mo.-Kans., September 1982

Occupation and industry division	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																					
		Mean[2]	Median[3]	Middle range[4]	3.40 and under 3.80	3.80 – 4.20	4.20 – 4.60	4.60 – 5.00	5.00 – 5.40	5.40 – 5.80	5.80 – 6.20	6.20 – 6.60	6.60 – 7.00	7.00 – 7.40	7.40 – 7.80	7.80 – 8.20	8.20 – 8.60	8.60 – 9.00	9.00 – 9.40	9.40 – 9.80	9.80 – 10.20	10.20 – 10.60	10.60 – 11.00	11.00 – 11.80	11.80 – 12.60	12.60 – 13.40	13.40 – 14.20
Truckdrivers	854	11.97	13.21	11.27–13.46	–	–	1	1	3	5	1	6	6	–	–	–	–	–	52	30	81	18	5	178	6	188	273
Manufacturing	178	9.87	9.98	9.24–10.00	–	–	–	–	2	4	–	6	6	–	–	–	–	–	50	13	65	–	–	4	4	24	–
Nonmanufacturing	676	12.52	13.21	11.45–13.46	–	–	1	1	1	1	1	–	–	–	–	–	–	–	2	17	16	18	5	174	2	164	273
Transportation and utilities	495	13.03	13.46	13.21–13.46	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	17	8	15	2	14	2	164	273
Truckdrivers, medium truck	379	12.33	13.46	11.27–13.46	–	–	–	–	–	1	–	–	4	–	–	–	–	–	52	14	17	4	1	9	2	81	194
Truckdrivers, tractor-trailer	267	12.09	11.45	11.45–13.53	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	3	8	1	3	161	–	12	79
Nonmanufacturing	256	12.17	11.45	11.45–13.53	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1	3	161	–	12	79
Shippers	149	9.34	8.94	8.94–10.40	–	–	3	–	3	–	–	–	–	–	–	1	–	70	13	21	–	27	1	1	9	–	–
Receivers	222	9.32	10.40	8.65–10.85	–	12	14	5	1	–	1	11	1	3	3	2	–	21	4	10	3	54	28	42	5	2	–
Nonmanufacturing	157	8.66	10.23	7.25–10.50	–	12	14	5	1	–	1	4	1	3	3	2	–	21	4	1	3	54	28	–	–	–	–
Warehousemen	737	9.48	9.87	9.53–10.68	–	9	18	14	30	–	–	14	2	1	1	–	2	–	–	190	92	–	170	11	3	2	–
Manufacturing	528	9.56	9.87	9.53–10.68	–	–	–	14	30	–	–	14	–	–	–	–	2	–	–	190	92	–	170	11	3	2	–
Nonmanufacturing	209	9.20	9.95	9.34–10.25	–	9	18	–	–	–	–	–	2	1	1	–	4	1	30	36	44	48	–	6	9	–	–
Order fillers	954	7.93	7.27	6.66– 9.87	5	9	1	6	18	9	166	17	104	326	45	2	3	–	–	3	5	6	25	114	90	–	–
Nonmanufacturing	422	9.17	10.65	6.94–11.19	5	9	1	6	18	6	9	17	40	29	45	2	3	–	–	3	5	6	21	111	86	–	–
Shipping packers	239	7.77	7.82	6.28– 9.73	3	–	4	20	26	2	5	22	1	22	–	61	–	4	–	20	4	–	11	31	3	–	–
Manufacturing	124	7.93	8.53	5.02–11.02	–	–	2	18	24	–	4	16	–	–	–	–	–	–	–	20	4	–	5	31	–	–	–
Material handling laborers	1,108	10.28	10.00	8.38–13.21	–	2	9	6	4	1	8	13	15	11	64	93	182	75	10	6	65	28	57	53	96	305	5
Manufacturing	410	9.35	8.40	8.27–11.58	–	–	–	–	–	–	–	10	4	1	49	23	150	20	3	6	8	3	21	45	67	–	–
Nonmanufacturing	698	10.82	10.92	8.74–13.21	–	2	9	6	4	1	8	3	11	10	15	70	32	55	7	–	57	25	36	8	29	305	5
Forklift operators	780	11.20	11.72	10.44–11.76	–	–	–	–	–	–	–	–	–	–	–	15	3	54	24	7	42	64	15	362	192	2	–
Manufacturing	651	11.43	11.76	11.43–11.87	–	–	–	–	–	–	–	–	–	–	–	15	3	1	24	1	42	46	–	339	180	–	–
Nonmanufacturing	129	10.02	10.38	8.65–11.19	–	–	–	–	–	–	–	–	–	–	–	–	–	53	–	6	–	18	15	23	12	2	–
Guards	582	9.07	8.87	7.54–10.37	–	3	4	20	14	5	12	3	7	35	57	10	39	93	53	43	9	53	14	8	81	15	4
Manufacturing	351	9.99	9.74	8.87–11.87	–	–	–	–	–	–	4	–	4	20	2	3	10	82	40	41	8	15	14	8	81	15	4
Nonmanufacturing	231	7.67	7.54	6.89– 8.89	–	3	4	20	14	5	8	3	3	15	55	7	29	11	13	2	1	38	–	–	–	–	–
Guards I	213	9.18	10.03	7.10–11.87	–	–	4	17	10	4	9	3	4	7	3	7	2	30	1	–	8	38	–	1	61	4	–
Manufacturing	118	10.40	11.87	8.77–11.87	–	–	–	–	–	–	4	–	4	4	2	–	–	30	–	–	8	–	–	1	61	4	–
Nonmanufacturing	95	7.67	8.05	5.10–10.36	–	–	4	17	10	4	5	3	–	3	1	7	2	–	1	–	–	38	–	–	–	–	–
Guards II	369	9.00	8.87	7.54– 9.74	–	3	–	3	4	1	3	–	3	28	54	3	37	83	52	43	1	15	14	7	20	11	4
Manufacturing	233	9.78	9.21	8.87–10.31	–	–	–	–	–	–	–	–	–	16	–	3	10	52	40	41	–	15	14	7	20	11	4
Janitors, porters, and cleaners	1,764	6.94	6.30	4.24– 9.36	235	52	410	16	15	45	67	103	33	21	39	65	28	35	181	107	6	3	48	254	–	1	–
Manufacturing	692	9.52	9.36	8.15–11.38	–	–	–	–	–	1	10	77	17	2	32	44	8	20	176	28	–	–	23	254	–	–	–
Nonmanufacturing	1,072	5.28	4.27	3.97– 5.96	235	52	410	16	15	44	57	26	16	19	7	21	20	15	5	79	6	3	25	–	–	1	–
Transportation and utilities	138	9.65	9.46	9.44– 9.83	–	–	–	–	–	–	–	–	–	–	–	3	5	11	5	79	6	3	25	–	–	1	–

See footnotes at end of tables.

Table A-17. Average hourly earnings of maintenance, toolroom, powerplant, material movement and custodial workers by sex in establishments employing 500 workers or more in Kansas City, Mo.-Kans., September 1982

Sex,[1] occupation, and industry division	Number of workers	Average (mean[2]) hourly earnings (in dollars)[3]
Maintenance, toolroom, and powerplant occupations - men		
Maintenance carpenters	153	11.39
Manufacturing	128	11.22
Maintenance electricians	585	12.70
Manufacturing	511	12.84
Maintenance painters	101	12.17
Manufacturing	82	12.04
Maintenance machinists	282	13.27
Manufacturing	269	13.29
Maintenance mechanics (machinery)	547	12.22
Manufacturing	433	12.01
Maintenance mechanics (motor vehicles)	267	12.76
Manufacturing	102	12.72
Nonmanufacturing	165	12.78
Transportation and utilities	153	12.76
Maintenance pipefitters	374	12.32
Manufacturing	374	12.32
Millwrights	254	12.87
Manufacturing	254	12.87
Maintenance trades helpers	51	10.22
Maintenance workers (general)	64	10.09
Tool and die makers	268	13.14
Manufacturing	265	13.14
Stationary engineers	201	12.15
Manufacturing	131	12.23
Nonmanufacturing	70	11.99
Material movement and custodial occupations - men		
Truckdrivers	817	12.04
Manufacturing	159	9.90
Nonmanufacturing	658	12.56
Truckdrivers, medium truck:		
Manufacturing	70	10.41
Truckdrivers, tractor-trailer	261	12.10
Nonmanufacturing	250	12.19
Shippers and receivers	210	11.23
Warehousemen	609	9.64
Manufacturing	481	9.79
Nonmanufacturing	128	9.06
Order fillers	289	9.78
Shipping packers:		
Manufacturing	67	8.66
Material handling laborers:		
Manufacturing	310	9.63
Forklift operators	707	11.43
Manufacturing	624	11.55
Nonmanufacturing	83	10.54
Guards	484	9.04
Manufacturing	304	10.03
Guards I	166	9.09
Manufacturing	106	10.45
Nonmanufacturing	60	6.70
Guards II	318	9.02
Manufacturing	198	9.81
Janitors, porters, and cleaners	1,110	7.59
Manufacturing	577	9.65
Nonmanufacturing	533	5.37
Material movement and custodial occupations - women		
Warehousemen	112	8.36
Shipping packers	143	7.17
Manufacturing	57	7.07

See footnotes at end of tables

Table B-1. Minimum entrance salaries for inexperienced typists and clerks in Kansas City, Mo.-Kans., September 1982

Minimum weekly straight-time salaries[1]	Inexperienced typists					Other inexperienced clerical workers[2]				
		Manufacturing		Nonmanufacturing			Manufacturing		Nonmanufacturing	
	All industries	All schedules	40.00-hour schedules	All schedules	40.00-hour schedules	All industries	All schedules	40.00-hour schedules	All schedules	40.00-hour schedules
Establishments studied	207	64	XXX	143	XXX	207	64	XXX	143	XXX
Establishments having a specified minimum	44	14	13	30	23	78	31	30	47	39
$130.00 and under $135.00	-	-	-	-	-	4	2	2	2	1
$135.00 and under $140.00	2	-	-	2	1	3	-	-	3	3
$140.00 and under $145.00	3	-	-	3	3	4	1	1	3	2
$145.00 and under $150.00	2	-	-	2	2	4	1	1	3	2
$150.00 and under $155.00	-	-	-	-	-	2	-	-	2	2
$155.00 and under $160.00	2	1	1	1	1	8	3	3	5	5
$160.00 and under $165.00	4	-	-	4	2	4	1	1	3	1
$165.00 and under $170.00	3	1	1	2	1	4	3	3	1	1
$170.00 and under $175.00	3	-	-	3	3	5	1	1	4	4
$175.00 and under $180.00	2	-	-	2	1	4	-	-	4	3
$180.00 and under $185.00	5	2	2	3	3	9	5	5	4	4
$185.00 and under $190.00	2	1	1	1	1	2	1	1	1	1
$190.00 and under $195.00	-	-	-	-	-	1	1	1	-	-
$195.00 and under $200.00	2	1	-	1	1	2	1	-	1	1
$200.00 and under $205.00	1	-	-	1	1	3	2	2	1	1
$205.00 and under $210.00	1	1	1	-	-	2	1	1	1	1
$210.00 and under $215.00	1	-	-	1	1	1	-	-	-	-
$215.00 and under $220.00	-	-	-	-	-	-	-	-	-	-
$220.00 and under $225.00	-	-	-	-	-	-	-	-	-	-
$225.00 and under $230.00	-	-	-	1	-	1	-	-	1	-
$230.00 and under $235.00	1	-	-	-	-	-	-	-	-	-
$235.00 and under $240.00	-	-	-	1	1	1	-	-	1	1
$240.00 and under $245.00	1	-	-	2	1	3	-	-	3	2
$245.00 and under $250.00	2	-	-	-	-	-	-	-	-	-
$250.00 and under $255.00	-	-	-	-	-	2	1	1	1	1
$255.00 and under $260.00	1	1	1	-	-	-	-	-	-	-
$260.00 and under $265.00	-	-	-	-	-	-	-	-	-	-
$265.00 and under $270.00	-	-	-	-	-	-	-	-	-	-
$270.00 and under $275.00	1	1	1	-	-	2	1	1	1	1
$275.00 and under $280.00	-	-	-	-	-	-	-	-	-	-
$280.00 and under $285.00	2	2	2	-	-	2	2	2	-	-
$285.00 and under $290.00	-	-	-	-	-	-	-	-	-	-
$290.00 and under $295.00	-	-	-	-	-	-	-	-	-	-
$295.00 and under $300.00	-	-	-	-	-	1	1	1	-	-
$300.00 and under $305.00	-	-	-	-	-	1	1	1	-	-
$305.00 and under $310.00	1	1	1	-	-	-	-	-	-	-
$310.00 and under $315.00	-	-	-	-	-	-	-	-	-	-
$315.00 and under $320.00	-	-	-	-	-	-	-	-	-	-
$320.00 and under $325.00	-	-	-	-	-	-	-	-	-	-
$325.00 and over	2	2	2	-	-	3	2	2	1	1
Establishments having no specified minimum	29	14	XXX	15	XXX	56	20	XXX	36	XXX
Establishments which did not employ workers in this category	134	36	XXX	98	XXX	73	13	XXX	60	XXX

See footnotes at end of tables.

Table B-2. Late-shift pay provisions for full-time manufacturing production and related workers in Kansas City, Mo.-Kans., September 1982

(All full-time manufacturing production and related workers = 100 percent)

Item	All workers[a]		Workers on late shifts	
	Second shift	Third shift	Second shift	Third shift
Percent of workers				
In establishments with late-shift provisions	92.7	90.0	20.3	4.9
With no pay differential for late-shift work	.5	1.0	.2	(b)
With pay differential for late-shift work	92.2	89.1	20.2	4.8
Uniform cents-per-hour differential	55.3	44.9	11.0	2.8
Uniform percentage differential	34.3	34.3	8.5	.8
Other differential	2.6	9.9	.7	1.2
Average pay differential				
Uniform cents-per-hour differential	20.6	29.5	20.4	35.2
Uniform percentage differential	6.4	10.0	6.0	10.0
Percent of workers by type and amount of pay differential				
Uniform cents-per-hour:				
5 cents	.8	-	-	-
9 cents	1.5	-	.6	-
10 cents	11.0	1.0	2.1	(b)
12 and under 13 cents	3.2	2.5	1.3	.2
14 and under 15 cents	.6	-	.2	-
15 cents	6.6	9.0	.9	.4
17 cents	1.3	-	.1	-
18 cents	2.0	-	.7	-
19 cents	-	1.2	-	-
20 cents	6.9	9.5	1.1	.5
22 cents	-	2.5	-	-
25 cents	8.9	3.4	1.1	.3
30 cents	5.6	3.1	1.2	(b)
32 and under 33 cents	1.5	-	.4	-
33 cents	.6	-	.2	-
35 cents	-	1.2	-	(b)
40 cents	2.2	.8	.5	.2
41 cents	1.5	-	.2	-
42 and under 43 cents	-	1.5	-	.2
45 cents	-	3.8	-	.5
55 cents	1.2	-	.3	-
60 cents	-	.8	-	.2
62 cents	-	1.5	-	.1
70 cents	-	1.4	-	-
75 cents	-	1.2	-	.2
77 cents	-	.6	-	(b)
Uniform percentage:				
5 percent	21.8	-	6.4	-
7 and under 8 percent	5.3	-	.7	-
8 percent	1.1	-	.1	-
10 percent	6.1	34.3	1.3	.8
Other differential:				
Full day's pay for reduced hours	.1	.1	-	-
8 hours pay for reduced hours plus cents	2.5	9.9	.7	1.2
7.5 hours plus 20 or 25 cents	2.5	2.6	.7	.6
7.0 hours plus 25 cents	-	5.9	-	.6
6.5 hours plus 33 cents	-	.6	-	-
6.33 hours plus 15 cents	-	.8	-	-

See footnotes at end of tables.

Table B-3. Scheduled weekly hours and days of full-time first-shift workers in Kansas City, Mo.-Kans., September 1982

Item	Production and related workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Transportation and utilities	All industries	Manufacturing	Nonmanufacturing	Transportation and utilities
Percent of workers by scheduled weekly hours and days								
All full-time workers	100	100	100	100	100	100	100	100
15 hours-5 days	(1)	-	1	-	-	-	-	-
17 1/2 hours-5 days	(1)	-	(1)	-	-	-	-	-
18 hours-5 days	(1)	-	(1)	-	-	-	-	-
20 hours-5 days	1	-	2	-	-	-	-	-
30 hours-5 days	1	1	1	-	-	-	-	-
33 hours-4 1/2 days	(1)	-	1	-	-	-	(1)	-
34 hours-4 days	-	-	-	-	(1)	-	11	-
35 hours-5 days	2	2	1	-	8	-	2	-
36 1/4 hours-5 days	-	-	-	-	1	-	(1)	-
37 hours-5 days	1	-	1	-	(1)	-	1	-
37 1/4 hours-5 days	1	-	2	-	1	-	10	2
37 1/2 hours-5 days	2	2	1	-	9	6	1	-
38 hours	1	-	3	-	1	-	1	-
4 days	1	-	1	-	1	-	-	-
5 days	-	-	2	-	-	-	3	-
38 3/4 hours-5 days	-	-	-	-	2	-	(1)	-
39 1/2 hours-5 days	90	94	86	99	(1)	-	71	98
40 hours	(1)	1	-	-	76	91	-	-
4 days	88	93	83	99	-	-	71	98
5 days	1	-	3	-	76	91	-	-
6 days	(1)	-	(1)	1	-	-	-	-
42 1/2 hours-5 days	1	2	-	-	-	-	-	-
45 hours-5 days					1	3	-	-
Average scheduled weekly hours								
All weekly work schedules	39.4	39.9	38.9	40.0	39.3	40.0	39.0	40.0

See footnotes at end of tables.

Table B-4. Annual paid holidays for full-time workers in Kansas City, Mo.-Kans., September 1962

Item	Production and related workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Transportation and utilities	All industries	Manufacturing	Nonmanufacturing	Transportation and utilities
Percent of workers								
All full-time workers	100	100	100	100	100	100	100	100
In establishments not providing paid holidays	5	1	8	-	(1)	(1)	(1)	-
In establishments providing paid holidays	95	99	92	100	99	99	99	100
Average number of paid holidays								
For workers in establishments providing holidays	9.6	11.0	8.2	9.8	9.6	10.6	9.3	10.0
Percent of workers by number of paid holidays provided								
6 half days	1	-	2	-	-	-	-	-
8 half days	(1)	-	(1)	1	-	-	-	-
2 holidays	(1)	-	(1)	-	(1)	-	(1)	-
3 holidays	-	-	-	-	-	-	-	-
Plus 3 half days	(1)	-	(1)	-	-	-	-	-
5 holidays	(1)	-	(1)	-	(1)	-	(1)	-
6 holidays	11	1	21	3	2	1	2	1
Plus 2 half days	1	-	1	-	1	-	1	-
7 holidays	11	4	17	3	10	4	12	1
Plus 4 half days	-	-	-	-	(1)	-	(1)	-
8 holidays	7	2	11	-	13	8	15	1
Plus 1 half day	(1)	-	(1)	-	2	-	2	-
Plus 2 half days	(1)	-	1	-	1	-	1	-
9 holidays	7	9	5	9	13	9	14	5
10 holidays	23	22	25	70	35	36	34	81
Plus 1 half day	1	1	-	-	1	3	-	-
11 holidays	16	25	8	11	11	15	9	9
12 holidays	12	21	2	3	7	7	7	2
13 holidays	2	5	-	-	2	2	2	-
14 holidays	1	2	-	-	(1)	1	-	-
15 holidays	3	6	-	-	3	10	-	-
16 holidays	1	2	-	-	(1)	1	-	-
Percent of workers by total paid holiday time provided[2]								
4 days or more	95	99	90	100	99	99	99	100
6 days or more	94	99	90	99	99	99	99	100
7 days or more	83	98	69	96	98	96	97	99
8 days or more	72	94	51	93	87	94	84	98
8 1/2 days or more	66	92	40	93	74	86	69	97
9 days or more	65	92	40	93	72	86	67	97
10 days or more	59	83	35	84	58	77	52	92
11 days or more	35	60	10	14	23	38	18	11
12 days or more	19	35	2	3	12	23	8	2
13 days or more	7	14	-	-	5	15	2	-
14 days or more	5	10	-	-	3	13	-	-
15 days or more	4	8	-	-	3	12	-	-
16 days	1	2	-	-	(1)	1	-	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Kansas City, Mo.-Kans., September 1982

Item	Production and related workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Transportation and utilities	All industries	Manufacturing	Nonmanufacturing	Transportation and utilities
Percent of workers								
All full-time workers	100	100	100	100	100	100	100	100
In establishments not providing paid vacations	2	-	3	-	(1)	-	(1)	-
In establishments providing paid vacations	98	100	97	100	99	100	99	100
Length-of-time payment	96	94	97	100	99	96	99	100
Percentage payment	3	6	-	-	1	4	-	-
Amount of paid vacation after:[2]								
6 months of service:								
Under 1 week	8	11	5	7	4	7	4	6
1 week	24	27	20	42	38	35	39	62
Over 1 and under 2 weeks	1	-	1	-	14	11	15	-
2 weeks	1	-	1	-	2	-	2	-
1 year of service:								
1 week	52	49	55	36	17	22	16	24
Over 1 and under 2 weeks	5	7	3	11	1	1	(1)	2
2 weeks	40	44	37	51	77	76	77	75
Over 2 and under 3 weeks	(1)	-	1	2	4	-	5	-
3 weeks	-	-	-	-	1	-	2	-
2 years of service:								
1 week	20	27	12	3	1	2	(1)	(1)
Over 1 and under 2 weeks	2	3	(1)	1	1	2	-	-
2 weeks	70	62	79	77	92	95	91	97
Over 2 and under 3 weeks	5	6	5	17	5	-	7	2
3 weeks	1	3	-	-	1	(1)	2	-
Over 3 and under 4 weeks	(1)	-	(1)	2	-	-	-	-
3 years of service:								
1 week	3	-	6	1	(1)	1	(1)	-
Over 1 and under 2 weeks	1	2	-	-	1	2	-	-
2 weeks	77	68	85	79	90	91	89	98
Over 2 and under 3 weeks	15	26	5	17	6	3	7	2
3 weeks	2	4	-	-	3	1	3	-
Over 3 and under 4 weeks	(1)	-	(1)	2	-	-	-	-
4 years of service:								
1 week	3	-	5	1	(1)	1	(1)	-
Over 1 and under 2 weeks	1	2	-	-	1	2	-	-
2 weeks	77	68	85	75	87	91	86	94
Over 2 and under 3 weeks	16	26	6	22	7	3	8	6
3 weeks	2	4	-	-	5	1	6	-
Over 3 and under 4 weeks	(1)	-	(1)	2	-	-	-	-
5 years of service:								
1 week	2	-	4	-	(1)	-	(1)	-
Over 1 and under 2 weeks	-	-	-	-	(1)	1	-	-
2 weeks	56	51	61	51	52	42	56	65
Over 2 and under 3 weeks	8	11	6	23	5	1	6	5
3 weeks	32	39	25	25	41	56	36	29
Over 3 and under 4 weeks	(1)	-	(1)	2	1	-	2	1

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Kansas City, Mo.-Kans., September 1982 —Continued

Item	Production and related workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Transportation and utilities	All industries	Manufacturing	Nonmanufacturing	Transportation and utilities
10 years of service:								
1 week	2	-	4	-	(1)	-	(1)	-
2 weeks	10	4	15	3	3	3	3	2
Over 2 and under 3 weeks	(1)	-	(1)	1	(1)	1	(1)	-
3 weeks	64	58	70	73	78	80	77	95
Over 3 and under 4 weeks	15	26	5	19	5	5	5	2
4 weeks	7	12	2	2	14	12	15	(1)
Over 4 and under 5 weeks	-	-	-	-	(1)	-	(1)	1
5 weeks	(1)	-	(1)	2	-	-	-	-
12 years of service:								
1 week	2	-	4	-	(1)	-	(1)	-
2 weeks	8	4	12	3	2	3	2	1
Over 2 and under 3 weeks	(1)	-	(1)	-	(1)	1	(1)	-
3 weeks	59	53	64	44	72	76	71	73
Over 3 and under 4 weeks	16	26	5	19	6	5	7	2
4 weeks	12	14	11	33	19	15	20	23
Over 4 and under 5 weeks	1	1	-	-	(1)	-	(1)	1
5 weeks	(1)	-	(1)	2	-	-	-	-
15 years of service:								
1 week	2	-	4	-	(1)	-	(1)	-
2 weeks	6	3	9	2	2	1	2	1
Over 2 and under 3 weeks	(1)	-	(1)	-	(1)	-	(1)	-
3 weeks	30	22	37	20	33	29	34	21
Over 3 and under 4 weeks	4	8	1	3	4	1	4	1
4 weeks	49	59	40	55	61	66	59	75
Over 4 and under 5 weeks	5	6	5	17	1	2	1	2
5 weeks	1	2	(1)	1	(1)	-	(1)	-
Over 6 and under 7 weeks	(1)	-	(1)	2	-	-	-	-
20 years of service:								
1 week	2	-	4	-	(1)	-	(1)	-
2 weeks	6	3	9	2	2	1	2	1
3 weeks	11	6	16	2	10	7	11	2
Over 3 and under 4 weeks	(1)	-	(1)	-	2	1	3	-
4 weeks	46	50	42	39	66	73	67	56
Over 4 and under 5 weeks	2	4	(1)	1	2	-	3	1
5 weeks	27	35	20	37	15	17	14	36
Over 5 and under 6 weeks	3	2	5	17	(1)	-	1	2
6 weeks	-	-	-	-	(1)	-	(1)	-
Over 7 and under 8 weeks	(1)	-	(1)	2	-	-	-	-
25 years of service:								
1 week	2	-	4	-	(1)	-	(1)	-
2 weeks	6	3	9	2	2	1	2	1
3 weeks	11	6	15	2	9	7	10	2
Over 3 and under 4 weeks	(1)	-	(1)	-	2	1	3	-
4 weeks	26	24	26	8	37	36	37	6
Over 4 and under 5 weeks	1	1	(1)	1	2	-	3	-
5 weeks	41	57	26	41	39	52	34	50
Over 5 and under 6 weeks	5	5	5	19	5	2	5	3
6 weeks	6	4	9	25	5	1	6	26
Over 7 and under 8 weeks	(1)	-	(1)	2	-	-	-	-

See footnotes at end of tables.

Table B-5. Paid vacation provisions for full-time workers in Kansas City, Mo.-Kans., September 1982 —Continued

Item	Production and related workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Transportation and utilities	All industries	Manufacturing	Nonmanufacturing	Transportation and utilities
30 years of service								
1 week	2	-	4	-	(1)	-	(1)	-
2 weeks	6	3	9	2	2	1	2	1
3 weeks	11	6	15	2	9	7	10	2
Over 3 and under 4 weeks	(1)	-	(1)	-	2	1	3	-
4 weeks	26	24	26	8	35	35	35	8
Over 4 and under 5 weeks	1	1	(1)	1	2	-	3	-
5 weeks	38	50	26	41	38	46	35	59
Over 5 and under 6 weeks	5	5	5	19	4	-	5	3
6 weeks	8	10	3	2	5	9	4	10
7 weeks	3	-	6	23	3	-	4	17
Over 7 and under 8 weeks	(1)	-	(1)	2	-	-	-	-
Maximum vacation available								
1 week	2	-	4	-	(1)	-	(1)	-
2 weeks	6	3	9	2	2	1	2	1
3 weeks	11	6	15	2	9	7	10	2
Over 3 and under 4 weeks	(1)	-	(1)	-	2	1	3	-
4 weeks	26	24	26	8	35	35	35	8
Over 4 and under 5 weeks	1	1	(1)	1	2	-	3	-
5 weeks	38	50	26	41	38	46	35	59
Over 5 and under 6 weeks	5	5	5	19	4	-	5	3
6 weeks	8	9	3	2	5	9	4	10
7 weeks	4	2	6	23	3	(1)	4	17
Over 7 and under 8 weeks	(1)	-	(1)	2	-	-	-	-

See footnotes at end of tables.

Table B-6. Health, insurance, and pension plans for full-time workers in Kansas City, Mo.-Kans., September 1982

Item	Production and related workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Transportation and utilities	All industries	Manufacturing	Nonmanufacturing	Transportation and utilities
Percent of workers								
All full-time workers	100	100	100	100	100	100	100	100
In establishments providing at least one of the benefits shown below[1]	96	100	97	96	99	100	99	99
Life insurance	95	98	90	97	99	99	99	99
Noncontributory plans	75	86	85	96	83	82	86	88
Accidental death and dismemberment insurance	78	90	72	90	85	85	87	95
Noncontributory plans	62	72	52	89	53	53	53	84
Sickness and accident insurance or sick leave or both[2]	82	98	68	98	98	98	98	99
Sickness and accident insurance	60	78	43	71	45	60	41	46
Noncontributory plans	49	67	33	68	35	54	29	44
Sick leave (full pay and no waiting period)	23	12	34	40	74	71	75	80
Sick leave (partial pay or waiting period)	15	13	16	32	12	7	14	35
Long-term disability insurance	30	40	20	23	55	65	52	37
Noncontributory plans	28	39	13	23	42	55	36	37
In establishments providing at least one of the health insurance plans shown below[3]	96	100	91	97	98	100	98	99
Noncontributory plans	74	89	58	88	63	83	55	91
Hospitalization insurance	96	100	91	97	99	98	98	98
Noncontributory plans	71	86	56	79	89	97	93	95
Surgical insurance	96	100	91	97	99	98	98	98
Noncontributory plans	71	86	56	79	89	97	93	95
Medical insurance	95	100	90	97	99	98	98	98
Noncontributory plans	71	86	56	79	89	97	93	95
Major medical insurance	95	79	91	97	98	92	98	98
Noncontributory plans	59	63	56	79	58	82	59	86
Dental insurance	58	72	44	88	57	79	52	67
Noncontributory plans	49	66	33	88	42	72	32	67
Health maintenance organization	36	39	33	46	46	52	47	48
Noncontributory plans	30	31	0	14	14	32	0	48
Retirement pension	75	86	60	82	84	86	84	84
Noncontributory plans	70	86	55	81	77	85	74	84

See footnotes at end of tables.

Table B-7. Health plan participation by full-time workers in Kansas City, Mo.-Kans., September 1982

Item	Production and related workers				Office workers			
	All industries	Manufacturing	Nonmanufacturing	Transportation and utilities	All industries	Manufacturing	Nonmanufacturing	Transportation and utilities
Percent of workers								
All full-time workers	100	100	100	100	100	100	100	100
Hospitalization insurance	88	96	80	95	87	94	85	95
Noncontributory plans	69	84	55	77	57	83	48	82
Surgical insurance	88	96	80	95	87	94	85	95
Noncontributory plans	69	84	55	77	57	83	48	82
Medical insurance	87	96	79	95	87	94	84	95
Noncontributory plans	69	84	55	77	57	83	48	82
Major medical insurance	78	75	80	95	87	92	85	95
Noncontributory plans	59	61	55	77	55	78	48	82
Dental insurance	56	71	41	87	54	77	47	87
Noncontributory plans	49	66	32	87	41	71	32	87
Health maintenance organization	2	2	1	1	4	4	4	3
Noncontributory plans	1	2	(1)	1	1	3	(1)	1

See footnotes at end of tables.

Footnotes

Some of these standard footnotes may not apply to this bulletin.

[1] Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates), and the earnings correspond to these weekly hours.

[2] The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—half of the workers receive the same or more and half receive the same or less than the rate shown. The middle range is defined by two rates of pay, one-fourth of the workers earn the same or less than the lower of these rates and one-fourth earn the same or more than the higher rate.

[3] Earnings data relate only to workers whose sex identification was provided by the establishment.

[4] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[5] Estimates for periods ending prior to 1976 relate to men only for skilled maintenance and unskilled plant workers. All other estimates relate to men and women.

[6] Data do not meet publication criteria or data not available.

[7] Formally established minimum regular straight-time hiring salaries that are paid for standard workweeks. Data are presented for all standard workweeks combined, and for the most common standard workweeks reported.

[8] Excludes workers in subclerical jobs such as messenger.

[9] Includes all production and related workers in establishments currently operating late shifts, and establishments whose formal provisions cover late shifts, even though the establishments were not currently operating late shifts.

[10] Less than 0.05 percent.

[11] Less than 0.5 percent.

[12] Full and half days are combined. For example, the proportion of workers receiving 10 or more days includes those receiving *at least* 10 full days, or 9 full days and 2 half days, or 8 full days and 4 half days, and so on.

[13] Includes payments other than "length of time," such as percentage of annual earnings or flat-sum payments, converted to an equivalent time basis; for example, 2 percent of annual earnings was considered as 1 week's pay. Periods of service are chosen arbitrarily and do not necessarily reflect individual provisions for progression; for example, changes in proportions at 10 years include changes between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

[14] Estimates listed after type of benefit are for all plans for which at least a part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans, such as workers' disability compensation, social security, and railroad retirement.

[15] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately. Sick leave plans are limited to those which definitely establish at least the minimum number of days' pay that each employee can expect. Informal sick leave allowances determined on an individual basis are excluded.

[16] Unduplicated total of workers eligible for coverage under an insurance plan providing hospitalization, surgical, medical, major medical, or dental benefits shown separately.

Appendix A. Scope and Method of Survey

In each of the 72 areas[1] currently surveyed, the Bureau obtains wages and related benefits data from representative establishments within six broad industry divisions: Manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and services. Government operations and the construction and extractive industries are excluded. Small establishments—generally those with fewer than 50 employees—are excluded because they have few incumbents in the occupations studied. Appendix table 1 shows the number of establishments and workers estimated to be within the scope of this survey, as well as the number actually studied.

Bureau field representatives obtain data by personal visits at 3-year intervals. In each of the two intervening years, information on employment and occupational earnings only is collected by a combination of personal visit, mail questionnaire, and telephone interview from establishments participating in the previous survey.

A sample of the establishments in the scope of the survey is selected for study prior to each personal visit survey. This sample, minus establishments which go out of business or are no longer within the industrial scope of the survey, is retained for the following two annual surveys. In most cases, establishments new to the area are not considered in the scope of the survey until the selection of a sample for a personal visit survey.

The sampling procedures involve detailed stratification of all establishments within the scope of an individual area survey by industry and number of employees. From this stratified universe a probability sample is selected, with each establishment having a predetermined chance of selection. To obtain optimum accuracy at minimum cost, a greater proportion of large than small establishments is selected. When data are combined, each establishment is weighted according to its probability of selection so that unbiased estimates are generated. For example, if one out of four establishments is selected, it is given a weight of 4 to represent itself plus three others. An alternate of the same original probability is chosen in the same industry-size classification if data are not available from the original sample member. If no suitable substitute is available, additional weight is assigned to a sample member that is similar to the missing unit.

Occupations and earnings

Occupations selected for study are common to a variety of manufacturing and nonmanufacturing industries, and are of the following types: (1) Office clerical; (2) professional and technical; (3) maintenance, toolroom, and powerplant; and (4) material movement and custodial. Occupational classification is based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job. Occupations selected for study are listed and described in appendix B. Occupational codes and titles from the 1980 edition of the *Standard Occupational Classification Manual* are also presented in appendix B.

Unless otherwise indicated, the earnings data following the job titles are for all industries combined. Earnings data for some of the occupations listed and described, or for some industry divisions within the scope of the survey, are not presented in the A-series tables because either (1) data were insufficient to provide meaningful statistical results, or (2) there is possibility of disclosure of individual establishment data. Separate men's and women's earnings data are not presented when the number of workers not identified by sex is 20 percent or more of the men or women identified in an occupation. Earnings data not shown separately for industry divisions are included in data for all industries combined. Likewise, for occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

Occupational employment and earnings data are shown for full-time workers, i.e., those hired to work a regular weekly schedule. Earnings data exclude premium pay for overtime and for work on weekends, holidays, and late shifts. Nonproduction bonuses are excluded, but cost-of-living allowances and incentive bonuses are included. Weekly hours for office clerical and professional and technical occupations refer to the standard workweek (rounded to the nearest half hour) for which employees receive regular straight-time salaries (exclusive of pay for overtime at regular and/or premium rates). Average weekly earnings for these occupations are rounded to the nearest half dollar. Most A-series tables provide distributions of workers by earnings; changes in the size of earnings intervals are indicated by heavy vertical lines.

These surveys measure the level of occupational earnings in an area at a particular time. Changes in an occupational average over time reflect, in addition to earnings changes, factors such as changes in proportions of workers employed by high- or low-wage firms, or high-wage workers advancing to better jobs and being replaced by new workers at lower rates. Such shifts in employment could decrease an occupational average even though most establishments in an area increase wages during the year. Changes in earnings of occupational groups, shown in table A-7, are better indicators of wage trends than are earnings changes for individual jobs within the groups.

Average earnings reflect composite, areawide estimates. Industries and establishments differ in pay level and job staffing, and thus contribute differently to the estimates for each job. Pay averages may fail to reflect accurately the wage differential among jobs in individual establishments.

Average pay levels for men and women in selected occupations should not be assumed to reflect differences in pay of the sexes within individual establishments. Factors which may contribute to differences include progression within established rate ranges (only the rates paid incumbents are collected) and performance of specific duties within the general survey job descriptions. Job descriptions used to classify employees in these surveys usually are more generalized than those used in individual establishments and allow for minor differences among establishments in specific duties performed.

Occupational employment estimates represent the total in all establishments within the scope of the study and not the number actually surveyed. Because occupational structures among establishments differ, estimates of occupational employment obtained from the sample of establishments studied serve only to indicate the relative importance of the jobs studied. These differences in occupational structure do not affect materially the accuracy of the earnings data.

Wage trends for selected occupational groups

Indexes in table A-7 measure wages at a given time, expressed as a percent of wages during the base period. Subtracting 100 from the index yields the percent change in wages from the base period to the date of the index. The percent increases in table A-7 relate to wage changes between the indicated dates. Annual rates of increase, where shown, reflect the amount of increase for 12 months when the time span between surveys was other than 12 months. These computations are based on the assumption that wages increased at a constant rate between surveys.

The indexes and percent increases are based on changes in average hourly earnings of men and women in establishments reporting the trend jobs in both the current and previous year (matched establishments). The data are adjusted to remove the effect on average earnings of employment shifts among establishments and turnover of establishments included in survey samples. The percent increases, however, are still affected by factors other than wage increases. Turnover may affect an establishment average for an occupation when workers are paid under plans providing a range of wage rates for individual jobs. In periods of increased hiring, for example, new employees may enter at the bottom of the range, depressing the average without a change in wage rates.

Occupations used to compute wage trends are:

Office clerical

Secretaries
Stenographers I
Typists, I and II
File clerks, I, II, and III
Messengers
Switchboard operators
Order clerks, I and II
Accounting clerks[3]
Payroll clerks
Key entry operators, I and II

Electronic data processing

Computer systems analysts, I, II, and III
Computer programmers, I, II, and III
Computer operators, I, II, and III

Industrial nurses

Registered industrial nurses

Skilled maintenance

Carpenters
Electricians
Painters
Machinists
Mechanics (machinery)
Mechanics (motor vehicle)
Pipefitters
Tool and die makers

Unskilled plant

Janitors, porters, and cleaners
Material handling laborers

Percent changes for individual areas in the program are computed as follows:

1. Average earnings are computed for each occupation for the 2 years being compared. The averages are derived from earnings in those establishments which are in the survey both years; it is assumed that employment remains unchanged.
2. Each occupation is assigned a weight based on its proportionate employment in the occupational group.
3. These weights are used to compute group averages. Each occupation's average earnings (computed in step 1) are multiplied by its weight. The products are totaled to obtain a group average.
4. The ratio of group averages for 2 consecutive years is computed by dividing the average for the current year by the average for the earlier year. The result—expressed as a percent—less 100 is the percent change.

The index is computed by adding 100 to the most recent percent increase, multiplying the total by the previous year's index number, and dividing the product by 100 to obtain the current index value.

For a more detailed description of the method used to compute these wage trends, see "Improving Area Wage Survey Indexes," *Monthly Labor Review*, January 1973, pp. 52-57.

Pay relationships in establishments

Tables A-8 through A-11 compare average pay of occupations in individual establishments. These comparisons, expressed as pay relatives (pay for one of the occupations equals 100), yield different results than comparisons of overall survey averages, such as those shown in tables A-1 through A-6. The latter reflect differences in contributions to the survey averages by establishments with disparate pay levels; the pay relative comparisons are not affected by such differences. The following procedures are used to compute relatives in tables A-8 through A-11:

1. Establishments employing workers in both of the paired occupations were identified.

2. Pay levels (averages) for the two occupations were weighted by the combined employment of both jobs to reflect each establishment's contribution to the totals used in this comparison.

3. The weighted pay levels of the two jobs were summed separately; each total was divided by the other and the quotients multiplied by 100 to produce the two pay relatives shown for each job pairing.

Establishment practices and supplementary wage provisions

The incidence of selected establishment practices and supplementary wage provisions is studied for full-time production and related workers and office workers. Production and related workers (referred to hereafter as production workers) include working supervisors and all nonsupervisory workers (including group leaders and trainees) engaged in fabricating, processing, assembling, inspection, receiving, storage, handling, packing, warehousing, shipping, maintenance, repair, janitorial and guard services, product development, auxiliary production for plant's own use (e.g., power-plant), and recordkeeping and other services closely associated with the above production operations. (Cafeteria and route workers are excluded in manufacturing industries but included in nonmanufacturing industries.) In finance and insurance, no workers are considered to be production workers. Office workers include working supervisors and all nonsupervisory workers (including lead workers and trainees) performing clerical or related office functions in such departments as accounting, advertising, purchasing, collection, credit, finance, legal, payroll, personnel, sales, industrial relations, public relations, executive, drafting or transportation. Administrative, executive, professional, and part-time employees as well as construction workers utilized as a separate work force are excluded from both the production and office worker categories.

Minimum entrance salaries (table B-1). Minimum entrance salaries for office workers relate only to the establishments visited. Because of the optimum sampling techniques used and the probability that large establishments are more likely than small establishments to have formal entrance rates above the subclerical level, the table is more representative of policies in medium and large establishments. (The "X's" shown under specific weekly schedules indicate that no meaningful totals are applicable.)

Shift differentials–manufacturing (table B-2). Data were collected on policies of manufacturing establishments regarding pay differentials for production workers on late shifts. Establishments considered as having policies are those which (1) have provisions in writing covering the operation of late shifts, or (2) have operated late shifts at any time during the 12 months preceding a survey. When establishments have several differentials which vary by job, the differential applying to the majority of the production workers is recorded. When establishments have differentials which apply only to certain hours of work, the differential applying to the most common schedule is recorded.

For purposes of this study, a late shift is either a second (evening) shift which ends at or near midnight or a third (night) shift which starts at or near midnight.

Differentials for second and third shifts are summarized separately for (1) establishment policies (an establishment's differentials are weighted by all production workers in the establishment at the time of the survey) and (2) effective practices (an establishment's differentials are weighted by production workers employed on the specified shift at the time of the survey).

Scheduled weekly hours; paid holidays; paid vacations; and health, insurance, and pension plans. Provisions which apply to a majority of the production or office workers in an establishment are considered to apply to all production or office workers in the establishment; a practice or provision is considered nonexistent when it applies to less than a majority. Holidays, vacations, and health and insurance plans are considered applicable to employees currently eligible for the benefits. Pension plans are considered applicable to employees currently eligible for participation and also to those who will eventually become eligible.

Scheduled weekly hours and days (table B-3). Scheduled weekly hours and days refer to the number of hours and days per week which full-time first (day) shift workers are expected to work, whether paid for at straight- time or overtime rates.

Paid holidays (table B-4). Holidays are included if workers who are not required to work are paid for the time off and those required to work receive premium pay or compensatory time off. They are included only if they are granted annually on a formal basis (provided for in written form or established by custom). Holidays are included even though in a particular year they fall on a nonworkday and employees are not granted another day off. Paid personal holiday plans, typically found in the automobile and related industries, are included as paid holidays.

Data are tabulated to show the percent of workers who (1) are granted specific numbers of whole and half holidays and (2) are granted specified amounts of total holiday time (whole and half holidays are aggregated).

Paid vacations (table B-5). Establishments report their method of calculating vacation pay (time basis, percent of annual earnings, flat-sum payment, etc.) and the amount of vacation pay granted. Only basic formal plans are reported. Vacation bonuses, vacation-savings plans, and "extended" or "sabbatical" benefits beyond basic plans are excluded.

For tabulating vacation pay granted, all provisions are expressed on a time basis. Vacation pay calculated on other than a time basis is converted to its equivalent time period. Two percent of annual earnings, for example, is tabulated as 1 week's vacation pay.

Also, provisions after each specified length of service are related to all production or office workers in an establishment regardless of length of service. Vacation plans commonly provide for a larger amount of vacation pay as service lengthens. Counts of production or office workers by length of service were not obtained. The tabulations of vacation pay granted present, therefore, statistical measures of these provisions rather than proportions of workers actually receiving specific benefits.

Health, insurance, and pension plans (table B-6). Health, insurance, and pension plans include plans for which the employer pays either all or part of the cost. The benefits may be underwritten by an insurance company, paid directly by an employer or union, or provided by a health maintenance organization. This year, for the first time in this area, provisions for health maintenance organizations (HMO's) are treated separately from insurance provisions. Workers provided the option of an insurance plan or an HMO are reported under both types of plans. A plan is included even though a majority

of the employees in an establishment do not choose to participate in it because they are required to bear part of its cost (provided the choice to participate is available to a majority). Legally required plans such as social security, railroad retirement, workers' disability compensation, and temporary disability insurance[3] are excluded.

Life insurance includes formal plans providing indemnity (usually through an insurance policy) in case of death of the covered worker.

Accidental death and dismemberment insurance is limited to plans which provide benefit payments in case of death or loss of limb or sight as a direct result of an accident.

Sickness and accident insurance includes only those plans which provide that predetermined cash payments be made directly to employees who lose time from work because of illness or injury, e.g., $50 a week for up to 26 weeks of disability.

Sick leave plans are limited to formal plans[4] which provide for continuing an employee's pay during absence from work because of illness. Data collected distinguish between (1) plans which provide full pay with no waiting period, and (2) plans which either provide partial pay or require a waiting period.

Long-term disability insurance plans provide payments to totally disabled employees upon the expiration of their paid sick leave and/or sickness and accident insurance, or after a predetermined period of disability (typically 6 months). Payments are made until the end of the disability, a maximum age, or eligibility for retirement benefits. Full or partial payments are almost always reduced by social security, workers' disability compensation, and private pension benefits payable to the disabled employee.

Hospitalization, surgical, and medical insurance plans reported in these surveys provide full or partial payment for basic services rendered. Hospitalization insurance covers hospital room and board and may cover other hospital expenses. Surgical insurance covers surgeons' fees. Medical insurance covers doctors' fees for home, office, or hospital calls. Plans restricted to post-operative medical care or a doctor's care for minor ailments at a worker's place of employment are not considered to be medical insurance.

Major medical insurance coverage applies to services which go beyond the basic services covered under hospitalization, surgical, and medical insurance. Major medical insurance typically (1) requires that a "deductible" (e.g., $100) be met before benefits begin, (2) has a coinsurance feature that requires the insured to pay a portion (e.g., 20 percent) of certain expenses, and (3) has a specified dollar maximum of benefits (e.g., $10,000 a year).

Dental insurance plans provide normal dental service benefits, usually for fillings, extractions, and X-rays. Plans which provide benefits only for oral surgery or repairing accident damage are not reported.

An HMO provides comprehensive health care services to a specified group for fixed periodic payments rather than indemnification or reimbursement for medical, surgical, and hospital expenses.

Retirement pension plans provide for regular payments to the retiree for life. Included are deferred profit-sharing plans which provide the option of purchasing a lifetime annuity.

Health plan participation (table B-7). Estimates are presented on the percent of production and office workers participating in selected health insurance and HMO plans. When an establishment was unable to supply the number of plan participants, approximations (imputations) were made, where possible, by using information from other establishments offering a similar plan. Imputations were never made for more than one-third of the production or clerical workers in an industry group (all industries, manufacturing, nonmanufacturing, and transportation and utilities); when imputations were made, they were usually for considerably less than one-third of the workers. Participation rates were estimated and published if participant numbers (including imputations) were available for 90 percent or more of the production or office workers in an industry group; consequently, a published estimate may not relate to a group total.

[1] Includes 70 areas surveyed under the Bureau's regular program plus Norfolk-Virginia Beach-Portsmouth and Newport News-Hampton, Va.-N.C.; and Poughkeepsie-Kingston-Newburgh, N.Y., which are surveyed under contract. In addition, the Bureau conducts more limited area studies in approximately 85 areas at the request of the Employment Standards Administration of the U.S. Department of Labor.

[2] A revised 4-level job description for accounting clerks, being introduced in this survey, is not comparable to the previous 2-level description. Earnings of workers that could be compared to the previous overall level were used in wage trend computations.

[3] Temporary disability insurance which provides benefits to covered workers disabled by injury or illness which is not work-connected is mandatory under State laws in California, New Jersey, New York, and Rhode Island. Establishment plans which meet only the legal requirements are excluded from these data, but those under which (1) employers contribute more than is legally required or (2) benefits exceed those specified in the State law are included. In Rhode Island, benefits are paid out of a State fund to which only employees contribute. In each of the other three States, benefits are paid either from a State fund or through a private plan.

State fund financing: In California, only employees contribute to the State fund; in New Jersey, employees and employers contribute; in New York, employees contribute up to a specified maximum and employers pay the difference between the employees' share and the total contribution required.

Private plan financing: In California and New Jersey, employees cannot be required to contribute more than they would if they were covered by the State fund; in New York, employees can agree to contribute more if the State rules that the additional contribution is commensurate with the benefit provided.

Federal legislation (Railroad Unemployment Insurance Act) provides temporary disability insurance benefits to railroad workers for illness or injury, whether work-connected or not. The legislation requires that employers bear the entire cost of the insurance.

[4] An establishment is considered as having a formal plan if it specifies at least the minimum number of days of sick leave available to each employee. Such a plan need not be written, but informal sick leave allowances determined on an individual basis are excluded.

Appendix table 1. Establishments and workers within scope of survey and number studied in Kansas City, Mo.-Kans.,[1] September 1982

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[5]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All establishments								
All divisions	-	1,215	207	280,728	100	109,126	52,056	135,102
Manufacturing	50	341	64	97,005	35	63,509	12,992	58,781
Nonmanufacturing	-	874	143	183,733	65	65,617	39,089	76,641
Transportation, communication, and other public utilities[6]	50	101	34	39,813	14	17,836	8,794	21,093
Wholesale trade	50	194	19	25,931	9	(7)	(7)	5,729
Retail trade	50	286	34	61,702	22	(7)	(7)	24,407
Finance, insurance, and real estate	50	163	20	25,335	9	(7)	(7)	5,690
Services[8]	50	180	37	30,952	11	(7)	(7)	11,971
Large establishments								
All divisions	-	98	64	139,243	100	62,447	26,942	111,870
Manufacturing	500	25	19	52,204	37	34,197	8,996	47,629
Nonmanufacturing	-	73	45	87,039	63	28,250	18,946	64,241
Transportation, communication, and other public utilities[6]	500	15	14	28,797	21	11,660	7,571	28,197
Wholesale trade	500	7	4	5,854	4	(7)	(7)	3,663
Retail trade	500	31	17	34,386	25	(7)	(7)	21,680
Finance, insurance, and real estate	500	10	4	8,051	6	(7)	(7)	3,355
Services[8]	500	10	6	10,151	7	(7)	(7)	7,401

[1] The Kansas City, Mo.-Kans. Standard Metropolitan Statistical Area, as defined by the Office of Management and Budget through February 1974, consists of Cass, Clay, Jackson, Platte, and Ray Counties, Missouri, and Johnson and Wyandotte Counties, Kansas. The "workers within scope of survey" estimates provide a reasonably accurate description of the size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison with other statistical series, to measure employment trends or levels, since (1) planning of wage surveys requires establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within the area) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes executive, professional, part-time, seasonal, and other workers excluded from the separate production and office categories.

[5] Abbreviated to "transportation and utilities" in the A- and B-series tables. Taxicabs and services incidental to water transportation are excluded. The Kansas City transit system is municipally operated and is excluded by definition from the scope of the survey.

[6] Separate data for this division are not presented in the A- and B-series tables, but the division is represented in the "all industries" and "nonmanufacturing" estimates.

[7] Hotels and motels; laundries and other personal services; business services; automobile repair, rental, and parking; motion pictures; nonprofit membership organizations (excluding religious and charitable organizations); and engineering and architectural services.

Appendix table 2. Percent of workers covered by labor-management agreements, Kansas City, Mo.-Kans., September 1982

Industry division	*Production and related workers*	*Office workers*
All industries	64	15
Manufacturing	75	2
Nonmanufacturing	53	20
Transportation and utilities	95	61

NOTE: An establishment is considered to have a contract covering all production or office workers if a majority of such workers is covered by a labor-management agreement. Therefore, all other production or office workers are employed in establishments that either do not have labor-management contracts in effect, or have contracts that apply to fewer than half of their production or office workers. Estimates are not necessarily representative of the extent to which all workers in the area may be covered by the provisions of labor-management agreements, because small establishments are excluded and the industrial scope of the survey is limited.

Appendix table 3. Industrial composition in manufacturing, Kansas City, Mo.-Kans., September 1982
(Percent of all manufacturing workers)

Electric and electronic equipment	19
Electronic components and acessories	9
Communication equipment	8
Transportation equipment	14
Motor vehicles and equipment	13
Printing and publishing	13
Greeting card publishing	7
Food and kindred products	8
Fabricated metal products	8
Machinery, except electrical	7
Chemicals and allied products	7
Primary metal industries	6
Paper and allied products	5

NOTE: This information is based on estimates of total employment derived from universe materials compiled before actual survey.

Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field representatives in classifying into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits grouping of occupational wage rates representing comparable job content. Because of this emphasis on comparability of occupational content, the Bureau's job descriptions may differ significantly from those in use in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field representatives are instructed to exclude working supervisors; apprentices; and part-time, temporary, and probationary workers. Handicapped workers whose earnings are reduced because of their handicap are also excluded. Learners, beginners, and trainees, unless specifically included in the job description, are excluded.

Listed below are several occupations for which new or revised descriptions or titles are being introduced in this survey:

Secretary
Stenographer
Typist
Messenger
Receptionist
Accounting clerk
General maintenance worker

The Bureau has discontinued collecting data for boiler tender and sheet metal worker.

The titles and 2, 3, or 4-digit codes below the job titles in this appendix are taken from the 1980 edition of the *Standard Occupational Classification Manual (SOC)*, issued by the U.S. Department of Commerce, Office of Federal Statistical Policy and Standards.

In general, the Bureau of Labor Statistics' occupational descriptions are much more specific than those found in the SOC manual. The BLS occupation, "Registered Industrial Nurse," for example, is limited to workers providing medical assistance and other related services (e.g., health education) to persons who are ill or become ill or suffer an injury in a factory or other establishment. The SOC occupation (code 29) includes a variety of registered nurses (e.g., school nurse, head nurse, general duty nurse, private duty nurse) that are excluded from the BLS description.

Thus, in comparing the results of this survey with other sources, factors such as differences in occupational definitions and survey scope should be taken into consideration.

Office

SECRETARY

(4622: Secretary)

Provides principal secretarial support in an office, usually to one individual, and, in some cases, also to the subordinate staff of that individual. Maintains a close and highly responsive relationship to the day-to-day activities of the supervisor and staff. Works fairly independently receiving a minimum of detailed supervision and guidance. Performs varied clerical and secretarial duties requiring a knowledge of office routine and an understanding of the organization, programs, and procedures related to the work of the office.

Exclusions. Not all positions that are titled "secretary" possess the above characteristics. Examples of positions which are excluded from the definition are as follows:

a. Clerks or secretaries working under the direction of secretaries or administrative assistants as described in e;

b. Stenographers not fully performing secretarial duties;

c. Stenographers or secretaries assigned to two or more professional, technical, or managerial persons of equivalent rank;

d. Assistants or secretaries performing any kind of technical work, e.g., personnel, accounting, or legal work;

e. Administrative assistants or supervisors performing duties which are more difficult or more responsible than the secretarial work described in LR-1 through LR-4;

f. Secretaries receiving additional pay primarily for maintaining confidentiality of payroll records or other sensitive information;

g. Secretaries performing routine receptionist, typing, and filing duties following detailed instructions and guidelines; these duties are less responsible than those described in LR-1 below;

h. Trainees.

Classification by level. Secretary jobs which meet the required characteristics are matched at one of five levels according to two factors: (a) Level of the secretary's supervisor within the overall organizational structure, and (b) level of the secretary's responsibility. The table following the explanations of these factors indicates the level of the secretary for each combination of factors.

Level of Secretary's Supervisor (LS)

Secretaries should be matched at one of the three LS levels below best describing the organization of the secretary's supervisor.

LS-1

Organizational structure is not complex and internal procedures and administrative controls are simple and informal: supervisor directs staff through face-to-face meetings.

LS-2

Organizational structure is complex and is divided into subordinate groups that usually differ from each other as to subject matter, function, etc.; supervisor usually directs staff through intermediate supervisors; internal procedures and administrative controls are formal. An entire organization (e.g., division, subsidiary, or parent organization) may contain a variety of subordinate groups which meet the LS-2 definition. Therefore, it is not unusual for one LS-2 supervisor to report to another LS-2 supervisor.

The presence of subordinate supervisors does not by itself mean LS-2 applies, e.g., a clerical processing organization divided into several units, each performing very similar work, is placed in LS-1.

In smaller organizations or industries such as retail trades, with relatively few organizational levels, the supervisor may have an impact on the policies and major programs of the entire organization, and may deal with important outside contacts, as described in LS-3.

LS-3

Organizational structure is divided into two or more subordinate supervisory levels (of which at least one is a managerial level) with several subdivisions at each level. Executive's program(s) are usually interlocked on a direct and continuing basis with other major organizational segments, requiring constant attention to extensive formal coordination, clearances, and procedural controls. Executive typically has: Financial decisionmaking authority for assigned program(s); considerable impact on the entire organization's financial position or image; and responsibility for, or has staff specialists in, such areas as personnel and administration for assigned organization. Executive plays an important role in determining the policies and major programs of the entire organization, and spends considerable time dealing with outside parties actively interested in assigned program(s) and current or controversial issues.

Level of Secretary's Responsibility (LR)

This factor evaluates the nature of the work relationship between the secretary and the supervisor or staff, and the extent to which the secretary is expected to exercise initiative and judgment. Secretaries should be matched at the level best describing their level of responsibility. When a position's duties span more than one LR level, the introductory paragraph at the beginning of each LR level should be used to determine which of the levels best matches the position. (Typically, secretaries performing at the higher levels of responsibility also perform duties described at the lower levels.)

LR-1

Carries out recurring office procedures independently. Selects the guideline or reference which fits the specific case. Supervisor provides specific instructions on new assignments and checks completed work for accuracy. Performs varied duties including or comparable to the following:

a. Responds to routine telephone requests which have standard answers; refers calls and visitors to appropriate staff. Controls mail and assures timely staff response; may send form letters.
b. As instructed, maintains supervisor's calendar, makes appointments, and arranges for meeting rooms.
c. Reviews materials prepared for supervisor's approval for typographical accuracy and proper format.
d. Maintains recurring internal reports, such as: time and leave records, office equipment listings, correspondence controls, training plans, etc.
e. Requisitions supplies, printing, maintenance, or other services. Types, takes and transcribes dictation, and establishes and maintains office files.

LR-2

Handles differing situations, problems, and deviations in the work of the office according to the supervisor's general instructions, priorities, duties, policies, and program goals. Supervisor may assist secretary with special assignments. Duties include or are comparable to the following:

a. Screens telephone calls, visitors, and incoming correspondence; personally responds to requests for information concerning office procedures; determines which requests should be handled by the supervisor, appropriate staff member, or other offices. May prepare and sign routine, nontechnical correspondence in own or supervisor's name.
b. Schedules tentative appointments without prior clearance. Makes arrangements for conferences and meetings and assembles established background materials, as directed. May attend meetings and record and report on the proceedings.
c. Reviews outgoing materials and correspondence for internal consistency and conformance with supervisor's procedures; assures that proper clearances have been obtained, when needed.
d. Collects information from the files or staff for routine inquiries on office program(s) or periodic reports. Refers nonroutine requests to supervisor or staff.
e. Explains to subordinate staff supervisor's requirements concerning office procedures. Coordinates personnel and administrative forms for the office and forwards for processing.

LR-3

Uses greater judgment and initiative to determine the approach or action to take in nonroutine situations. Interprets and adapts guidelines, including unwritten policies, precedents, and practices, which are not always completely applicable to changing situations. Duties include or are comparable to the following:

a. Based on a knowledge of the supervisor's views, composes correspondence on own initiative about administrative matters and general office policies for supervisor's approval.
b. Anticipates and prepares materials needed by the supervisor for conferences, correspondence, appointments, meetings, telephone calls, etc., and informs supervisor on matters to be considered.
c. Reads publications, regulations, and directives and takes action or refers those that are important to the supervisor and staff.
d. Prepares special or one-time reports, summaries, or replies to inquiries, selecting relevant information from a variety of sources such as reports, documents, correspondence, other offices, etc., under general direction.
e. Advises secretaries in subordinate offices on new procedures; requests information needed from the subordinate office(s) for periodic or special conferences, reports, inquiries, etc. Shifts clerical staff to accommodate workload needs.

LR-4

Handles a wide variety of situations and conflicts involving the clerical or administrative functions of the office which often cannot be brought to the attention of the executive. The executive sets the overall objectives of the work. Secretary may participate in developing the work deadlines. Duties include or are comparable to the following:

a. Composes correspondence requiring some understanding of technical matters; may sign for executive when technical or policy content has been authorized.
b. Notes commitments made by executive during meetings and arranges for staff implementation. On own initiative, arranges for staff member to represent organization at conferences and meetings, establishes appointment priorities, or reschedules or refuses appointments or invitations.
c. Reads outgoing correspondence for executive's approval and alerts writers to any conflict with the file or departure from policies or executive's viewpoints; gives advice to resolve the problems.
d. Summarizes the content of incoming materials, specially gathered information, or meetings to assist executive; coordinates the new information with background office sources; draws attention to important parts or conflicts.
e. In the executive's absence, ensures that requests for action or information are relayed to the appropriate staff member; as needed, interprets request and helps implement action; makes sure that information is furnished in timely manner; decides whether executive should be notified of important or emergency matters.

Exclude secretaries performing any of the following duties:

Acts as office manager for the executive's organization, e.g., determines when new procedures are needed for changing situations and devises and implements alternatives; revises or clarifies procedures to eliminate conflict or duplication; identifies and resolves various problems that affect the orderly flow of work in transactions with parties outside the organization.

Prepares agenda for conferences; explains discussion topics to participants; drafts introductions and develops background information and prepares outlines for executive or staff member(s) to use in writing speeches.

Advises individuals outside the organization on the executive's views on major policies or current issues facing the organization; contacts or responds to contacts from high-ranking outside officials (e.g., city or State officials, members of Congress, presidents of national unions or large national or international firms, etc.) in unique situations. These officials may be relatively inaccessible, and each contact typically must be handled differently, using judgment and discretion.

Criteria For Matching Secretaries By Level

Level of Secretary's Supervisor	Level of Secretary's Responsibility			
	LR-1	LR-2	LR-3	LR-4
LS-1	I*	II	III	IV
LS-2	I*	III	IV	V
LS-3	I*	IV	V	V

*Regardless of LS level

STENOGRAPHER

(4623: Stenographer)

Primary duty is to take dictation using shorthand, and to transcribe the dictation. May also type from written copy. May operate from a stenographic pool. May occasionally transcribe from voice recordings. (If primary duty is transcribing from recordings, see Transcribing-machine typist.)

Excluded from this definition are:

a. Trainee positions not requiring a fully qualified stenographer.
b. Secretaries providing the principal secretarial support in an office and performing more responsible and discretionary tasks, as described in LR-1 through LR-4 in the secretary definition above.
c. Stenographers who take dictation involving the frequent use of a wide variety of technical or specialized vocabulary. Typically this kind of vocabulary cannot be learned in a relatively short period of time, e.g., a month or two.
d. Stenographers, such as shorthand reporters, who record material verbatim at hearings, conferences, or similar proceedings.

Stenographer I.

Takes and transcribes dictation, receiving specific assignments along with detailed instructions on such requirements as form and presentation. The transcribed material is typically reviewed in rough draft, and the final transcription is reviewed for conformance with the rough draft. May maintain files, keep simple records, or perform other relatively routine clerical tasks.

Stenographer II.

Takes and transcribes dictation determining the most appropriate format. Performs stenographic duties requiring significantly greater independence and responsibility than Stenographer I. Supervisor typically provides general instructions. Work requires a thorough working knowledge of general business and office procedures and of the specific business operations, organizations, policies, procedures, files, workflow, etc. Uses this knowledge in performing stenographic duties and responsible clerical tasks such as maintaining follow-up files; assembling material for reports, memoranda, and letters; composing simple letters from general instructions; reading and routing incoming mail; answering routine questions, etc.

TRANSCRIBING-MACHINE TYPIST

(4623: Stenographer)

Primary duty is to type copy of voice recorded dictation which does *not* involve varied technical or specialized vocabulary such as that used in legal briefs or reports on scientific research. May also type from written copy. May maintain files, keep simple records, or perform other relatively routine clerical tasks. (See Stenographer definition for workers involved with shorthand dictation.)

TYPIST

(4624: Typist)

Uses a manual, electric, or automatic typewriter to type various materials. Included are automatic typewriters that are used only to record text and update and reproduce previously typed items from magnetic cards or tape. May include typing of stencils, mats, or similar materials for use in duplicating processes. May do clerical work involving little special training, such as keeping simple records, filing records and reports, or sorting and distributing incoming mail.

Excluded from this definition is work that involves:

a. Typing directly from spoken material that has been recorded on disks, cylinders, belts, tapes, or other similar media;
b. The use of varitype machines, composing equipment, or automatic equipment in preparing material for printing; and
c. Familiarity with specialized terminology in various keyboard commands to manipulate or edit the recorded text to accomplish revisions, or to perform tasks such as extracting and listing items from the text, or transmitting text to other terminals, or using "sort" commands to have the machine reorder material. Typically requires the use of automatic equipment which may be either computer linked or have a programmable memory so that material can be organized in regularly used formats or preformed paragraphs which can then be coded and stored for future use in letters or documents.

Typist I

Performs *one or more of the following:* Copy typing from rough or clear drafts; or routine typing of forms, insurance policies, etc.; or setting up simple standard tabulations; or copying more complex tables already set up and spaced properly.

Typist II

Performs *one or more of the following:* Typing material in final form when it involves combining material from several sources; or responsibility for correct spelling, syllabication, punctuation, etc., of technical or unusual words or foreign language material; or planning layout and typing of complicated statistical tables to maintain uniformity and balance in spacing. May type routine form letters, varying details to suit circumstances.

FILE CLERK

(4696: File clerk)

Files, classifies, and retrieves material in an established filing system. May perform clerical and manual tasks required to maintain files. Positions are classified into levels on the basis of the following definitions:

File Clerk I

Performs routine filing of material that has already been classified or which is easily classified in a simple serial classification system (e.g., alphabetical, chronological, or numerical). As requested, locates readily available material in files and forwards material, and may fill out withdrawal charge. May perform simple clerical and manual tasks required to maintain and service files.

File Clerk II

Sorts, codes, and files unclassified material by simple (subject matter) headings or partly classified material by finer subheadings. Prepares simple related index and cross-reference aids. As requested, locates clearly identified material in files and forwards material. May perform related clerical tasks required to maintain and service files.

File Clerk III

Classifies and indexes file material such as correspondence, reports, technical documents, etc., in an established filing system containing a number of varied subject matter files. May also file this material. May keep records of various types in conjunction with the files. May lead a small group of lower level file clerks.

MESSENGER

(4745: Messenger)

Performs various routine duties such as running errands, operating minor office machines such as sealers or mailers, opening mail, distributing mail on a regularly scheduled route or in a familiar area, and other minor clerical work. May deliver mail that requires some special handling, e.g., mail that is insured, registered, or marked for special delivery.

Excluded are positions which include any of the following as significant duties:

a. Operating motor vehicles;
b. Delivering valuables or security-classified mail when the work requires a continuing knowledge of special procedures for handling such items;
c. Weighing mail, determining postage, or recording and controlling registered, insured, and certified mail in the mail room;
d. Making deliveries to unfamiliar or widely separated buildings or points which are not part of an established route; or
e. Directing other workers.

RECEPTIONIST

(4645: Receptionist)

Greets visitors, determines nature of visits, and directs visitors to appropriate persons. Receptionist duties may also include providing information, making appointments, answering a telephone (other than switchboard or console), keeping a log of visitors, and issuing visitor passes. May also perform typing or other routine clerical duties which may occupy a major portion of time, and are usually performed at the reception desk.

This classification excludes workers operating a telephone switchboard or console, performing guard duties, or performing more difficult clerical duties.

SWITCHBOARD OPERATOR

(4732: Telephone operator)

Operates a telephone switchboard or console used with a private branch exchange (PBX) system to relay incoming, outgoing, and intrasystem calls. May provide information to callers, record and transmit messages, keep record of calls placed and toll charges. Besides operating a telephone switchboard or console, may also type or perform routine clerical work (typing or routine clerical work may occupy the major portion of the worker's time, and is usually performed while at the switchboard or console). Chief or lead operators in establishments employing more than one operator are excluded. For an operator who also acts as a receptionist, see Switchboard operator-receptionist.

SWITCHBOARD OPERATOR-RECEPTIONIST

(4645: Receptionist)

At a single-position telephone switchboard or console, acts both as an operator—see Switchboard operator—and as a receptionist. Receptionist's work involves such duties as greeting visitors; determining nature of visitor's business and providing appropriate information; referring visitor to appropriate person in the organization or contacting that person by telephone and arranging an appointment; keeping a log of visitors.

ORDER CLERK

(4664: Order clerk)

Receives written or verbal customers' purchase orders for material or merchandise from customers or sales people. Work typically involves some combination of the following duties: Quoting prices; determining availability of ordered items and suggesting substitutes when necessary; advising expected delivery date and method of delivery; recording order and customer information on order sheets; checking order sheets for accuracy and adequacy of information recorded; ascertaining credit rating of customer; furnishing customer with acknowledgment of receipt of order; following up to see that order is delivered by the specified date or to let customer know of a delay in delivery; maintaining order file; checking shipping invoice against original order. *Exclude workers paid on a commission basis or whose duties include any of the following:* Receiving orders for services rather than for material or merchandise; providing customers with consultative advice using knowledge gained from engineering or extensive technical training; emphasizing selling skills; handling material or merchandise as an integral part of the job.

Positions are classified into levels according to the following definitions:

Order Clerk I

Handles orders involving items which have readily identified uses and applications. May refer to a catalog, manufacturer's manual, or similar document to insure that proper item is supplied or to verify price of ordered item.

Order Clerk II

Handles orders that involve making judgments such as choosing which specific product or material from the establishment's product lines will satisfy the customer's needs, or determining the price to be quoted when pricing involves more than merely referring to a price list or making some simple mathematical calculations.

ACCOUNTING CLERK

(4712: Bookkeeper and accounting and auditing clerk)

Performs one or more accounting tasks such as posting to registers and ledgers; balancing and reconciling accounts; verifying the internal consistency, completeness, and mathematical accuracy of accounting documents; assigning prescribed accounting distribution codes; examining and verifying the clerical accuracy of various types of reports, lists, calculations, postings, etc.; preparing journal vouchers; or making entries or adjustments to accounts.

Levels I and II require a basic knowledge of routine clerical methods and office practices and procedures as they relate to the clerical processing and recording of transactions and accounting information. Levels III and IV require a knowledge and understanding of the established and standardized bookkeeping and accounting procedures and techniques used in an accounting system, or a segment of an accounting system, where there are few variations in the types of transactions handled. In addition, some jobs at each level may require a basic knowledge and understanding of the terminology, codes, and processes used in an automated accounting system.

Accounting Clerk I

Performs very simple and routine accounting clerical operations, for example, recognizing and comparing easily identified numbers and codes on similar and repetitive accounting documents, verifying mathematical accuracy, and identifying discrepancies and bringing them to the supervisor's attention. Supervisor gives clear and detailed instructions for specific assignments. Employee refers to supervisor all matters not covered by instructions. Work is closely controlled and reviewed in detail for accuracy, adequacy, and adherence to instructions.

Accounting Clerk II

Performs one or more routine accounting clerical operations, such as: Examining, verifying, and correcting accounting transactions to ensure completeness and accuracy of data and proper identification of accounts, and checking that expenditures will not exceed obligations in specified accounts; totaling, balancing, and reconciling collection vouchers; posting data to transaction sheets where employee identifies proper accounts and items to be posted; and coding documents in accordance with a chart (listing) of accounts. Employee follows specific and detailed accounting procedures. Completed work is reviewed for accuracy and compliance with procedures.

Accounting Clerk III

Uses a knowledge of double entry bookkeeping in performing one or more of the following: Posts actions to journals, identifying subsidiary accounts affected and debit and credit entries to be made and assigning proper codes; reviews computer printouts against manually maintained journals, detecting and correcting erroneous postings, and preparing documents to adjust accounting classifications and other data; or reviews lists of transactions rejected by an automated system, determining reasons for rejections, and preparing necessary correcting material. On routine assignments, employee selects and applies established procedures and techniques. Detailed instructions are provided for difficult or unusual assignments. Completed work and methods used are reviewed for technical accuracy.

Accounting Clerk IV

Maintains journals or subsidiary ledgers of an accounting system and balances and reconciles accounts. Typical duties include one or both of the following: Reviews invoices and statements (verifying information, ensuring sufficient funds have been obligated, and if questionable, resolving with the submitting unit, determining accounts involved, coding transactions, and processing material through data processing for application in the accounting system); and/or analyzes and reconciles computer printouts with operating unit reports (contacting units and researching causes of discrepancies, and taking action to ensure that accounts balance). Employee resolves problems in recurring assignments in accordance with previous training and experience. Supervisor provides suggestions for handling unusual or nonrecurring transactions. Conformance with requirements and technical soundness of completed work are reviewed by the supervisor or are controlled by mechanisms built into the accounting system.

NOTE: Excluded from level IV are positions responsible for maintaining either a general ledger or a general ledger in combination with subsidiary accounts.

PAYROLL CLERK

(4713: Payroll and timekeeping clerk)

Performs the clerical tasks necessary to process payrolls and to maintain payroll records. Work involves *most of the following*: Processing workers' time or production records; adjusting workers' records for changes in wage rates, supplementary benefits, or tax deductions; editing payroll listings against source records; tracing and correcting errors in listings; and assisting in preparation of periodic summary payroll reports. In a nonautomated payroll system, computes wages. Work may require a practical knowledge of governmental regulations, company payroll policy, or the computer system for processing payrolls.

KEY ENTRY OPERATOR

(4793: Data entry keyer)

Operates keyboard-controlled data entry device such as keypunch machine or key-operated magnetic tape or disk encoder to transcribe data into a form suitable for computer processing. Work requires skill in operating an alphanumeric keyboard and an understanding of transcribing procedures and relevant data entry equipment.

Positions are classified into levels on the basis of the following definitions:

Key Entry Operator I

Work is routine and repetitive. Under close supervision or following specific procedures or detailed instructions, works from various standardized source documents which have been coded and require little or no selecting, coding, or interpreting of data to be entered. Refers to supervisor problems arising from erroneous items, codes, or missing information.

Key Entry Operator II

Work requires the application of experience and judgment in selecting procedures to be followed and in searching for, interpreting, selecting, or coding items to be entered from a variety of source documents. On occasion may also perform routine work as described for level I.

NOTE: Excluded are operators above level II using the key entry controls to access, read, and evaluate the substance of specific records to take substantive actions, or to make entries requiring a similar level of knowledge.

Professional and Technical

COMPUTER SYSTEMS ANALYST, BUSINESS

(1712: Computer systems analyst)

Analyzes business problems to formulate procedures for solving them by use of electronic data processing equipment. Develops a complete description of all specifications needed to enable programmers to prepare required digital computer programs. Work involves *most of the following*: Analyzes subject-matter operations to be automated and identifies conditions and criteria required to achieve satisfactory results; specifies number and types of records, files, and documents to be used; outlines actions to be performed by personnel and computers in sufficient detail for presentation to management and for programming (typically this involves preparation of work and data flow charts); coordinates the development of test problems and participates in trial runs of new and revised systems; and recommends equipment changes to obtain more effective overall operations. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or systems analysts primarily concerned with scientific or engineering problems.

For wage study purposes, systems analysts are classified as follows:

Computer Systems Analyst I

Works under immediate supervision, carrying out analyses as assigned, usually of a single activity. Assignments are designed to develop and expand practical experience in the application of procedures and skills required for systems analysis work. For example, may assist a higher level systems analyst by preparing the detailed specifications required by programmers from information developed by the higher level analyst.

Computer Systems Analyst II

Works independently or under only general direction on problems that are relatively uncomplicated to analyze, plan, program, and operate. Problems are of limited complexity because sources of input data are homogeneous and the output data are closely related. (For example, develops systems for maintaining depositor accounts in a bank, maintaining accounts receivable in a retail establishment, or maintaining inventory accounts in a manufacturing or wholesale establishment.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of the data processing systems to be applied. *OR*

Works on a segment of a complex data processing scheme or system, as described for level III. Works independently on routine assignments and receives instruction and guidance on complex assignments. Work is reviewed for accuracy of judgment, compliance with instructions, and to insure proper alignment with the overall system.

Computer Systems Analyst III

Works independently or under only general direction on complex problems involving all phases of systems analysis. Problems are complex because of diverse sources of input data and multiple-use requirements of output data. (For example, develops an integrated production scheduling, inventory control, cost analysis, and sales analysis record in which every item of each type is automatically processed through the full system of records and appropriate follow-up actions are initiated by the computer.) Confers with persons concerned to determine the data processing problems and advises subject-matter personnel on the implications of new or revised systems of data processing operations. Makes recommendations, if needed, for approval of major systems installations or changes and for obtaining equipment.

May provide functional direction to lower level systems analysts who are assigned to assist.

COMPUTER PROGRAMMER, BUSINESS

(3971: Programmer, business)

Converts statements of business problems, typically prepared by a systems analyst, into a sequence of detailed instructions which are required to solve the problems by automatic data processing equipment. Working from charts or diagrams, the programmer develops the precise instructions which, when entered into the computer system in coded language, cause the manipulation of data to achieve desired results. Work involves *most of the following*: Applies knowledge of computer capabilities, mathematics, logic employed by computers, and particular subject matter involved to analyze charts and diagrams of the problem to be programmed; develops sequence of program steps; writes detailed flow charts to show order in which data will be processed; converts these charts to coded instructions for machine to follow; tests and corrects programs; prepares instructions for operating personnel during production run; analyzes, reviews, and alters programs to increase operating efficiency or adapt to new requirements; maintains records of program development and revisions. (NOTE: Workers performing both systems analysis and programming should be classified as systems analysts if this is the skill used to determine their pay.)

Does not include employees primarily responsible for the management or supervision of other electronic data processing employees, or programmers primarily concerned with scientific and/or engineering problems.

For wage study purposes, programmers are classified as follows:

Computer Programmer I

Makes practical applications of programming practices and concepts usually learned in formal training courses. Assignments are designed to develop competence in the application of standard procedures to routine problems. Receives close supervision on new aspects of assignments; and work is reviewed to verify its accuracy and conformance with required procedures.

Computer Programmer II

Works independently or under only general direction on relatively simple programs, or on simple segments of complex programs. Programs (or segments) usually process information to produce data in two or three varied sequences or formats. Reports and listings are produced by refining, adapting, arraying, or making minor additions to or deletions from input data which are readily available. While numerous records may be

processed, the data have been refined in prior actions so that the accuracy and sequencing of data can be tested by using a few routine checks. Typically, the program deals with routine recordkeeping operations. *OR*

Works on complex programs (as described for level III) under close direction of a higher level programmer or supervisor. May assist higher level programmer by independently performing less difficult tasks assigned, and performing more difficult tasks under fairly close direction. May guide or instruct lower level programmers.

Computer Programmer III

Works independently or under only general direction on complex problems which require competence in all phases of programming concepts and practices. Working from diagrams and charts which identify the nature of desired results, major processing steps to be accomplished, and the relationships between various steps of the problem solving routine; plans the full range of programming actions needed to efficiently utilize the computer system in achieving desired end products.

At this level, programming is difficult because computer equipment must be organized to produce several interrelated but diverse products from numerous and diverse data elements. A wide variety and extensive number of internal processing actions must occur. This requires such actions as development of common operations which can be reused, establishment of linkage points between operations, adjustments to data when program requirements exceed computer storage capacity, and substantial manipulation and resequencing of data elements to form a highly integrated program.

May provide functional direction to lower level programmers who are assigned to assist.

COMPUTER OPERATOR

(4612: Computer operator)

In accordance with operating instructions, monitors and operates the control console of a digital computer to process data. Executes runs by either serial processing (processes one program at a time) or multiprocessing (processes two or more programs simultaneously). The following duties characterize the work of a computer operator:

a. Studies operating instructions to determine equipment setup needed.
b. Loads equipment with required items (tapes, cards, disks, paper, etc.).
c. Switches necessary auxiliary equipment into system.
d. Starts and operates computer.
e. Responds to operating and computer output instructions.
f. Reviews error messages and makes corrections during operation *or* refers problems.
g. Maintains operating record.

May test-run new or modified programs. May assist in modifying systems or programs. The scope of this definition includes trainees working to become fully qualified computer operators, fully qualified computer operator, and lead operators providing technical assistance to lower level operators. It excludes workers who monitor and operate remote terminals.

For wage study purposes, computer operators are classified as follows:

Computer Operator I

Work assignments are limited to established production runs (i.e., programs which present few operating problems). Assignments may consist primarily of on-the-job training (sometimes augmented by classroom instruction). When learning to run programs, the supervisor or a higher level operator provides detailed written or oral guidance to the operator before and during the run. After the operator has gained experience with a program, however, the operator works fairly independently in applying standard operating or corrective procedures in responding to computer output instructions or error conditions, but refers problems to a higher level operator or the supervisor when standard procedures fail.

Computer Operator II

In addition to established production runs, work assignments include runs involving new programs, applications, and procedures (i.e., situations which require the operator to adapt to a variety of problems). At this level, the operator has the training and experience to work fairly independently in carrying out most assignments. Assignments may require the operator to select from a variety of standard setup and operating procedures. In responding to computer output instructions or error conditions, applies standard operating or corrective procedures, but may deviate from standard procedures when standard procedures fail if deviation does not materially alter the computer unit's production plans. Refers the problem or aborts the program when procedures applied do not provide a solution. May guide lower level operators.

Computer Operator III

In addition to work assignments described for Computer operator II (see above) the work of Computer operator III involves at least one of the following:

a. Deviates from standard procedures to avoid the loss of information or to conserve computer time even though the procedures applied materially alter the computer unit's production plans.
b. Tests new programs, applications, and procedures.
c. Advises programmers and subject-matter experts on setup techniques.
d. Assists in (1) maintaining, modifying, and developing operating systems or programs; (2) developing operating instructions and techniques to cover problem situations; and/or (3) switching to emergency backup procedures (such assistance requires a working knowledge of program language, computer features, and software systems).

An operator at this level typically guides lower level operators.

PERIPHERAL EQUIPMENT OPERATOR

(4613: Peripheral equipment operator)

Operates peripheral equipment which directly supports digital computer operations. Such equipment is uniquely and specifically designed for computer applications, but need not be physically or electronically connected to a computer. Printers, plotters, card read/punches, tape readers, tape units or drives, disk units or drives, and data display units are examples of such equipment.

The following duties characterize the work of a peripheral equipment operator:

a. Loading printers and plotters with correct paper; adjusting controls for forms, thickness, tension, printing density, and location; and unloading hard copy.
b. Labeling tape reels, disks, or card decks.
c. Checking labels and mounting and dismounting designated tape reels or disks on specified units or drives.
d. Setting controls which regulate operation of the equipment.
e. Observing panel lights for warnings and error indications and taking appropriate action.
f. Examining tapes, cards, or other material for creases, tears, or other defects which could cause processing problems.

This classification excludes workers (1) who monitor and operate a control console (see Computer operator) or a remote terminal, or (2) whose duties are limited to operating decollaters, bursters, separators, or similar equipment.

COMPUTER DATA LIBRARIAN
(4696: File clerk)
(4754: Stock and inventory clerk)

Maintains library of media (tapes, disks, cards, cassettes) used for automatic data processing applications. The following or similar duties characterize the work of a computer data librarian: Classifying, cataloging, and storing media in accordance with a standardized system; upon proper requests, releasing media for processing; maintaining records of releases and returns; inspecting returned media for damage or excessive wear to determine whether or not they need replacing. May perform minor repairs to damaged tapes.

DRAFTER
(372: Drafting occupation)

Performs drafting work requiring knowledge and skill in drafting methods, procedures, and techniques. Prepares drawings of structures, mechanical and electrical equipment, piping and duct systems and other similar equipment, systems, and assemblies. Uses recognized systems of symbols, legends, shadings, and lines having specific meanings in drawings. Drawings are used to communicate engineering ideas, designs, and information in support of engineering functions.

The following are excluded when they constitute the primary purpose of the job:

a. Design work requiring the technical knowledge, skill, and ability to conceive or originate designs;
b. Illustrating work requiring artistic ability;
c. Work involving the preparation of charts, diagrams, room arrangements, floor plans, etc.;
d. Cartographic work involving the preparation of maps or plats and related materials, and drawings of geological structures; and
e. Supervisory work involving the management of a drafting program or the supervision of drafters.

Positions are classified into levels on the basis of the following definitions.

Drafter I

Working under close supervision, traces or copies finished drawings, making clearly indicated revisions. Uses appropriate templates to draw curved lines. Assignments are designed to develop increasing skill in various drafting techniques. Work is spot-checked during progress and reviewed upon completion.

NOTE: Exclude drafters performing elementary tasks while receiving training in the most basic drafting methods.

Drafter II

Prepares drawings of simple, easily visualized parts of equipment from sketches or marked-up prints. Selects appropriate templates and other equipment needed to complete assignments. Drawings fit familiar patterns and present few technical problems. Supervisor provides detailed instructions on new assignments, gives guidance when questions arise, and reviews completed work for accuracy.

Drafter III

Prepares various drawings of parts and assemblies, including sectional profiles, irregular or reverse curves, hidden lines, and small or intricate details. Work requires use of most of the conventional drafting techniques and a working knowledge of the terms and procedures of the industry. Familiar or recurring work is assigned in general terms; unfamiliar assignments include information on methods, procedures, sources of information, and precedents to be followed. Simple revisions to existing drawings may be assigned with a verbal explanation of the desired results; more complex revisions are produced from sketches which clearly depict the desired product.

Drafter IV

Prepares complete sets of complex drawings which include multiple views, detail drawings, and assembly drawings. Drawings include complex design features that require considerable drafting skill to visualize and portray. Assignments regularly require the use of mathematical formulas to compute weights, load capacities, dimensions, quantities of materials, etc. Working from sketches and verbal information supplied by an engineer or designer, determines the most appropriate views, detail drawings, and supplementary information needed to complete assignments. Selects required information from precedents, manufacturers' catalogs, and technical guides. Independently resolves most of the problems encountered. Supervisor or designer may suggest methods of approach or provide advice on unusually difficult problems.

NOTE: Exclude drafters performing work of similar difficulty to that described at this level but who provide support for a variety of organizations which have widely differing functions or requirements.

Drafter V

Works closely with design originators, preparing drawings of unusual, complex or original designs which require a high degree of precision. Performs unusually difficult assignments requiring considerable initiative, resourcefulness, and drafting expertise. Assures that anticipated problems in manufacture, assembly, installation, and operation are resolved by the drawings produced. Exercises independent judgment in selecting and interpreting data based on a knowledge of the design intent. Although working primarily as a drafter, may occasionally perform engineering design work in interpre-

ting general designs prepared by others or in completing missing design details. May provide advice and guidance to lower level drafters or serve as coordinator and planner for large and complex drafting projects.

ELECTRONICS TECHNICIAN

(3711: Electrical and electronic engineering technologist and technician)
(615: Electrical and electronic equipment repairer)

Works on various types of electronic equipment and related devices by performing one or a combination of the following: Installing, maintaining, repairing, overhauling, troubleshooting, modifying, constructing, and testing. Work requires practical application of technical knowledge of electronics principles, ability to determine malfunctions, and skill to put equipment in required operating condition.

The equipment—consisting of either many different kinds of circuits or multiple repetition of the same kind of circuit—includes, but is not limited to, the following: (a) Electronic transmitting and receiving equipment (e.g., radar, radio, television, telephone, sonar, navigational aids), (b) digital and analog computers, and (c) industrial and medical measuring and controlling equipment.

This classification excludes repairers of such standard electronic equipment as common office machines and household radio and television sets; production assemblers and testers; workers whose primary duty is servicing electronic test instruments; technicians who have administrative or supervisory responsibility; and drafters, designers, and professional engineers.

Positions are classified into levels on the basis of the following definitions:

Electronics Technician I

Applies working technical knowledge to perform simple or routine tasks in working on electronic equipment, following detailed instructions which cover virtually all procedures. Work typically involves such tasks as: Assisting higher level technicians by performing such activities as replacing components, wiring circuits, and taking test readings; repairing simple electronic equipment; and using tools and common test instruments (e.g., multimeters, audio signal generators, tube testers, oscilloscopes). Is not required to be familiar with the interrelationships of circuits. This knowledge, however, may be acquired through assignments designed to increase competence (including classroom training) so that worker can advance to higher level technician.

Receives technical guidance, as required, from supervisor or higher level technician. Work is typically spot-checked, but is given detailed review when new or advanced assignments are involved.

Electronics Technician II

Applies comprehensive technical knowledge to solve complex problems (i.e., those that typically *can* be solved solely by properly interpreting manufacturers' manuals or similar documents) in working on electronic equipment. Work involves: A familiarity with the interrelationships of circuits; and judgment in determining work sequence and in selecting tools and testing instruments, usually less complex than those used by the level III technician.

Receives technical guidance, as required, from supervisor or higher level technician, and work is reviewed for specific compliance with accepted practices and work assignments. May provide technical guidance to lower level technicians.

Electronics Technician III

Applies advanced technical knowledge to solve unusually complex problems (i.e., those that typically *cannot* be solved solely by reference to manufacturers' manuals or similar documents) in working on electronic equipment. Examples of such problems include location and density of circuitry, electromagnetic radiation, isolating malfunctions, and frequent engineering changes. Work involves: A detailed understanding of the interrelationships of circuits; exercising independent judgment in performing such tasks as making circuit analyses, calculating wave forms, tracing relationships in signal flow; and regularly using complex test instruments (e.g., dual trace oscilloscopes, Q-meters, deviation meters, pulse generators).

Work may be reviewed by supervisor (frequently an engineer or designer) for general compliance with accepted practices. May provide technical guidance to lower level technicians.

REGISTERED INDUSTRIAL NURSE

(29: Registered nursé)

A registered nurse gives nursing service under general medical direction to ill or injured employees or other persons who become ill or suffer an accident on the premises of a factory or other establishment. Duties involve *a combination of the following*: Giving first aid to the ill or injured; attending to subsequent dressing of employees' injuries; keeping records of patients treated; preparing accident reports for compensation or other purposes; assisting in physical examinations and health evaluations of applicants and employees; and planning and carrying out programs involving health education, accident prevention, evaluation of plant environment, or other activities affecting the health, welfare, and safety of all personnel. Nursing supervisors or head nurses in establishments employing more than one nurse are excluded.

Maintenance, Toolroom, and Powerplant

MAINTENANCE CARPENTER

(6422: Carpenter)

Performs the carpentry duties necessary to construct and maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions, doors, floors, stairs, casings, and trim made of wood in an establishment. Work involves *most of the following*: Planning and laying out of work from blueprints, drawings, models, or verbal instructions; using a variety of carpenter's handtools, portable power tools, and standard measuring instruments; making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE ELECTRICIAN

(615: Electrical and electronic equipment repairer)
(6432: Electrician)

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves *most of the following*: Installing or repairing any of a

variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE PAINTER
(6442: Painter, construction and maintenance)

Paints and redecorates walls, woodwork, and fixtures of an establishment. Work *involves the following*: Knowledge of surface peculiarities and types of paint required for different applications; preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices; and applying paint with spray gun or brush. May mix colors, oils, white lead, and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE MACHINIST
(613: Industrial machinery repairer)

Produces replacement parts and new parts in making repairs of metal parts of mechanical equipment operated in an establishment. Work involves *most of the following*: Interpreting written instructions and specifications; planning and laying out of work; using a variety of machinist's handtools and precision measuring instruments; setting up and operating standard machine tools; shaping of metal parts to close tolerances; making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals; selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice usually acquired through a formal apprenticeship or equivalent training and experience.

MAINTENANCE MECHANIC (MACHINERY)
(613: Industrial machinery repairer)

Repairs machinery or mechanical equipment of an establishment. Work involves *most of the following*: Examining machines and mechanical equipment to diagnose source of trouble; dismantling or partly dismantling machines and performing repairs that mainly involve the use of handtools in scraping and fitting parts; replacing broken or defective parts with items obtained from stock; ordering the production of a replacement part by a machine shop or sending the machine to a machine shop for major repairs; preparing written specifications for major repairs or for the production of parts ordered from machine shops; reassembling machines; and making all necessary adjustments for operation. In general, the work of a machinery maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. Excluded from this classification are workers whose *primary duties* involve setting up or adjusting machines.

MAINTENANCE MECHANIC (MOTOR VEHICLE)
(611: Vehicle and mobile equipment mechanic and repairer)

Repairs automobiles, buses, motortrucks, and tractors of an establishment. Work involves *most of the following*: Examining automotive equipment to diagnose source of trouble; disassembling equipment and performing repairs that involve the use of such handtools as wrenches, gauges, drills, or specialized equipment in disassembling or fitting parts; replacing broken or defective parts from stock; grinding and adjusting valves; reassembling and installing the various assemblies in the vehicle and making necessary adjustments; and aligning wheels, adjusting brakes and lights, or tightening body bolts. In general, the work of the motor vehicle maintenance mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

This classification does not include mechanics who repair customers' vehicles in automobile repair shops.

MAINTENANCE PIPEFITTER
(645: Plumber, pipefitter, and steamfitter)

Installs or repairs water, steam, gas, or other types of pipe and pipefittings in an establishment. Work involves *most of the following*: Laying out work and measuring to locate position of pipe from drawings or other written specifications; cutting various sizes of pipe to correct lengths with chisel and hammer or oxyacetylene torch or pipe-cutting machines; threading pipe with stocks and dies; bending pipe by hand-driven or power-driven machines; assembling pipe with couplings and fastening pipe to hangers; making standard shop computations relating to pressures, flow, and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the maintenance pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience. *Workers primarily engaged in installing and repairing building sanitation or heating systems are excluded.*

MILLWRIGHT
(6178: Millwright)

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves *most of the following*: Planning and laying out work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaining in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires a rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

GENERAL MAINTENANCE WORKER
(6179: Mechanic and repairer, not elsewhere classified)

Performs general maintenance and repair of building structures and their mechanical, electrical, or sanitary systems. May also perform general maintenance and repair of the

establishment's machinery. Work requires a basic practical knowledge of several maintenance trades in order to perform most of the following: Keeping in good repair building woodwork; replacing electrical switches, fixtures, and motors; occasional painting or touching up of structure or equipment; repairing or replacing plumbing fixtures; and replacing broken window panes.

Excluded are positions requiring a formal apprenticeship or equivalent training in one or more crafts. Also excluded are workers participating in such a program.

MAINTENANCE TRADES HELPER

(863: Helper; mechanic and repairer)
(864: Helper; construction trades)

Assists one or more workers in the skilled maintenance trades by performing specific or general duties of lesser skill, such as keeping a worker supplied with materials and tools; cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from trade to trade: In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas; and in others he is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.

MACHINE-TOOL OPERATOR (TOOLROOM)

(6813: Machinist)
(731-2: Metalworking and plasticworking machine setup operator)

Specializes in operating one or more than one type of machine tool (e.g., jig borer, grinding machine, engine lathe, milling machine) to machine metal for use in making or maintaining jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). *Work typically involves*: Planning and performing difficult machining operations which require complicated setups or a high degree of accuracy; setting up machine tool or tools (e.g., install cutting tools and adjust guides, stops, working tables, and other controls to handle the size of stock to be machined; determine proper feeds, speeds, tooling, and operation sequence or select those prescribed in drawings, blueprints, or layouts); using a variety of precision measuring instruments; making necessary adjustments during machining operation to achieve requisite dimensions to very close tolerances. May be required to select proper coolants and cutting and lubricating oils, to recognize when tools need dressing, and to dress tools. In general, the work of a machine-tool operator (toolroom) at the skill level called for in this classification requires extensive knowledge of machine-shop and toolroom practice usually acquired through considerable on-the-job training and experience.

For cross-industry wage study purposes, this classification does *not* include machine-tool operators (toolroom) employed in tool and die jobbing shops.

TOOL AND DIE MAKER

(6811: Tool and die maker)

Constructs and repairs jigs, fixtures, cutting tools, gauges, or metal dies or molds used in shaping or forming metal or nonmetallic material (e.g., plastic, plaster, rubber, glass). *Work typically involves*: Planning and laying out work according to models, blueprints, drawings, or other written or oral specifications; understanding the working properties of common metals and alloys; selecting appropriate materials, tools, and processes required to complete task; making necessary shop computations; setting up and operating various machine tools and related equipment; using various tool and die maker's handtools and precision measuring instruments; working to very close tolerances; heat-treating metal parts and finished tools and dies to achieve required qualities; fitting and assembling parts to prescribed tolerances and allowances. In general, the tool and die maker's work requires rounded training in machine-shop and toolroom practice usually acquired through formal apprenticeship or equivalent training and experience.

For cross-industry wage study purposes, this classification does *not* include tool and die makers who (1) are employed in tool and die jobbing shops or (2) produce forging dies (die sinkers).

STATIONARY ENGINEER

(6931: Stationary engineer)

Operates and maintains one or more systems which provide an establishment with such services as heat, air-conditioning (cool, humidify, dehumidify, filter, and circulate air), refrigeration, steam or high-temperature water, or electricity. Duties involve: Observing and interpreting readings on gauges, meters, and charts which register various aspects of the system's operation; adjusting controls to insure safe and efficient operation of the system and to meet demands for the service provided; recording in logs various aspects of the system's operation; keeping the engines, machinery, and equipment of the system in good working order. May direct and coordinate activities of other workers (not stationary engineers) in performing tasks directly related to operating and maintaining the system or systems.

The classification excludes head or chief engineers in establishments employing more than one engineer; workers required to be skilled in the repair of electronic control equipment; workers in establishments producing electricity, steam, or heated or cooled air primarily for sale; and boiler tenders.

Material Movement and Custodial

TRUCKDRIVER

(821: Motor vehicle operator)

Drives a truck within a city or industrial area to transport materials, merchandise, equipment, or workers between various types of establishments such as: Manufacturing plants, freight depots, warehouses, wholesale and retail establishments, or between retail establishments and customers' houses or places of business. May also load or unload truck with or without helpers, make minor mechanical repairs, and keep truck in good working order. *Salesroute and over-the-road drivers are excluded.*

For wage study purposes, truckdrivers are classified by type and rated capacity of truck, as follows:

Truckdriver, light truck
(straight truck, under 1 1/2 tons, usually 4 wheels)
Truckdriver, medium truck
(straight truck, 1 1/2 to 4 tons inclusive, usually 6 wheels)
Truckdriver, heavy truck
(straight truck, over 4 tons, usually 10 wheels)
Truckdriver, tractor-trailer

SHIPPER AND RECEIVER

(4753: Traffic, shipping and receiving clerk)

Performs *clerical and physical* tasks in connection with shipping goods of the establishment in which employed and receiving incoming shipments. In performing day-to-day, routine tasks, follows established guidelines. In handling unusual nonroutine problems, receives specific guidance from supervisor or other officials. May direct and coordinate the activities of other workers engaged in handling goods to be shipped or being received.

Shippers typically are responsible for most of the following: Verifying that orders are accurately filled by comparing items and quantities of goods gathered for shipment against documents; insuring that shipments are properly packaged, identified with shipping information, and loaded into transporting vehicles; preparing and keeping records of goods shipped, e.g., manifests, bills of lading.

Receivers typically are responsible for most of the following: Verifying the correctness of incoming shipments by comparing items and quantities unloaded against bills of lading, invoices, manifests, storage receipts, or other records; checking for damaged goods; insuring that goods are appropriately identified for routing to departments within the establishment; preparing and keeping records of goods received.

For wage study purposes, workers are classified as follows:

Shipper
Receiver
Shipper and receiver

WAREHOUSEMAN

(4754: Stock and inventory clerk)

As directed, performs a *variety* of *warehousing* duties which require an *understanding of the establishment's storage plan*. Work involves *most of the following*: Verifying materials (or merchandise) against receiving documents, noting and reporting discrepancies and obvious damages; routing materials to prescribed storage locations; storing, stacking, or palletizing materials in accordance with prescribed storage methods; rearranging and taking inventory of stored materials; examining stored materials and reporting deterioration and damage; removing material from storage and preparing it for shipment. May operate hand or power trucks in performing warehousing duties.

Exclude workers whose *primary* duties involve shipping and receiving work (see Shipper and receiver and Shipping packer), order filling (see Order filler), or operating power trucks (see Power-truck operator).

ORDER FILLER

(4754: Stock and inventory clerk)

Fills shipping or transfer orders for finished goods from stored merchandise in accordance with specifications on sales slips, customers' orders, or other instructions. May, in addition to filling orders and indicating items filled or omitted, keep records of outgoing orders, requisition additional stock or report short supplies to supervisor, and perform other related duties.

SHIPPING PACKER

(8761: Hand packer and packager)

Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Work requires the placing of items in shipping containers and *may involve one or more of the following*: Knowledge of various items of stock in order to verify content; selection of appropriate type and size of container; inserting enclosures in container; using excelsior or other material to prevent breakage or damage; closing and sealing container; and applying labels or entering identifying data on container. *Packers who also make wooden boxes or crates are excluded.*

MATERIAL HANDLING LABORER

(8726: Freight, stock, and material mover, not elsewhere classified)

A worker employed in a warehouse, manufacturing plant, store, or other establishment whose duties involve *one or more of the following*: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; and transporting materials or merchandise by handtruck, car, or wheelbarrow. *Longshore workers, who load and unload ships, are excluded.*

POWER-TRUCK OPERATOR

(8318: Industrial truck and tractor equipment operator)

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials of all kinds about a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of powertruck, as follows:

Forklift operator
Power-truck operator (other than forklift)

GUARD

(5144: Guard and police, except public service)

Protects property from theft or damage, or persons from hazards or interference. Duties involve serving at a fixed post, making rounds on foot or by motor vehicle, or escorting persons or property. May be deputized to make arrests. May also help visitors and customers by answering questions and giving directions.

Guards employed by establishments which provide protective services on a contract basis are included in this occupation.

For wage study purposes, guards are classified as follows:

Guard I

Carries out instructions primarily oriented toward insuring that emergencies and security violations are readily discovered and reported to appropriate authority. Intervenes directly only in situations which require minimal action to safeguard property or persons. Duties require minimal training. Commonly, the guard is not required to demonstrate physical fitness. May be armed, but generally is not required to demonstrate proficiency in the use of firearms or special weapons.

Guard II

Enforces regulations designed to prevent breaches of security. Exercises judgment and uses discretion in dealing with emergencies and security violations encountered. Determines whether first response should be to intervene directly (asking for assistance when deemed necessary and time allows), to keep situation under surveillance, or to report situation so that it can be handled by appropriate authority. Duties require specialized training in methods and techniques of protecting security areas. Commonly, the guard is required to demonstrate continuing physical fitness and proficiency with firearms or other special weapons.

JANITOR, PORTER, OR CLEANER

(5244: Janitor and cleaner)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve *a combination of the following*: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms. *Workers who specialize in window washing are excluded.*

Area Wage Survey Summaries

The following areas are surveyed periodically for use in administering the Service Contract Act (SCA) of 1965. Survey results are published in summaries which are available, at no cost, while supplies last from any of the BLS regional offices shown on the back cover.

Alaska (statewide)
Albuquerque, N. Mex.
Alpena-Standish-Tawas City, Mich.
Ann Arbor, Mich.
Antelope Valley, Calif.
Asheville, N.C.
Augusta, Ga.-S.C.
Austin, Tex.
Bakersfield, Calif.
Battle Creek, Mich.
Beaumont-Port Arthur-Orange and Lake Charles, Tex.-La.
Biloxi-Gulfport and Pascagoula-Moss Point, Miss.
Binghamton, N.Y.
Birmingham, Ala.
Bloomington-Vincennes, Ind.
Bremerton-Shelton, Wash.
Cedar Rapids, Iowa
Champaign-Urbana-Rantoul, Ill.
Charleston-North Charleston-Walterboro, S.C.
Charlotte-Gastonia, N.C.
Clarksville-Hopkinsville, Tenn.-Ky.
Colorado Springs, Colo.
Columbia-Sumter, S.C.
Columbus, Ga.-Ala.
Columbus, Miss.
Connecticut (statewide)
Decatur, Ill.
Des Moines, Iowa
Dothan, Ala.
El Paso-Alamogordo-Las Cruces, Tex.-N. Mex.
Fayetteville, N.C.
Fort Lauderdale-Hollywood and West Palm Beach-Boca Raton, Fla.
Fort Wayne, Ind.
Frederick-Hagerstown-Chambersburg, Md.-Pa.
Gadsden and Anniston, Ala.
Goldsboro, N.C.
Grand Island-Hastings, Nebr.
Guam, Territory of
Harrisburg-Lebanon, Pa.
Knoxville, Tenn.
La Crosse-Sparta, Wis.
Las Vegas-Tonopah, Nev.
Lexington-Fayette, Ky.
Little Rock-North Little Rock, Ark.
Lorain-Elyria, Ohio
Macon, Ga.
Madison, Wis.
Maine (statewide)
Mansfield, Ohio
Melbourne-Titusville-Cocoa, Fla.
Meridian, Miss.
Mobile-Pensacola-Panama City, Ala.-Fla.
Montana (statewide)
Montgomery, Ala.
Nashville-Davidson, Tenn.
New Bern-Jacksonville, N.C.
Northwest Texas
Orlando, Fla.
Oxnard-Simi Valley-Ventura, Calif.
Peoria, Ill.
Phoenix, Ariz.
Portsmouth-Chillicothe-Gallipolis, Ohio
Puerto Rico
Riverside-San Bernardino-Ontario, Calif.
Salina, Kans.
Salinas-Seaside-Monterey, Calif.
Sandusky, Ohio
Santa Barbara-Santa Maria-Lompoc, Calif.
Savannah, Ga.
Selma, Ala.
Sherman-Denison, Tex.
Shreveport, La.
Southeastern Massachusetts
Spokane, Wash.
Stockton, Calif.
Tacoma, Wash.
Tampa-St. Petersburg, Fla.
Tucson-Douglas, Ariz.
Tulsa, Okla.
Vallejo-Fairfield-Napa, Calif.
Waco and Killeen-Temple, Tex.
West Virginia (statewide)
Western and Northern Massachusetts
Wichita Falls-Lawton-Altus, Tex.-Okla.
Wilmington, Del.-N.J.-Md.

Other SCA reports:
- Occupational Earnings in Selected Areas (3 parts)
- Wage Differences Among Selected Areas

ALSO AVAILABLE—

An annual report on salaries for accountants, auditors, public accountants, chief accountants, attorneys, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, computer operators, and clerical employees is available. Order as BLS Bulletin 2108, *National Survey of Professional, Administrative, Technical and Clerical Pay, March 1981,* $4.75 a copy, from any of the BLS regional sales offices shown on the back cover, or from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Area	Bulletin No.	Price
☐ Albany—Schenectady—Troy, N.Y., Sept. 1982	3015-46	$3.50
☐ Anaheim—Santa Ana—Garden Grove, Calif., Oct. 1981	3010-57	$3.25
☐ Atlanta, Ga., May 1982	3015-17	$4.50
☐ Baltimore, Md., Aug. 1982	3015-39	$4.50
☐ Billings, Mont., July 1982	3015-26	$3.50
☐ Boston, Mass., Aug. 1981	3010-48	$3.25
☐ Buffalo, N.Y., Oct. 1981	3010-61	$3.25
☐ Chattanooga, Tenn.—Ga., Sept. 1982	3015-43	$3.50
☐ Chicago, Ill., Mar. 1982	3015- 9	$4.50
☐ Cincinnati, Ohio—Ky.—Ind., July 1982	3015-32	$4.75
☐ Cleveland, Ohio, Sept. 1982	3015-45	$4.50
☐ Columbus, Ohio, Oct. 1981	3010-54	$3.25
☐ Corpus Christi, Tex., July 1982	3015-28	$4.50
☐ Dallas—Fort Worth, Tex., Dec. 1981	3010-69	$3.00
☐ Davenport—Rock Island—Moline, Iowa—Ill., Feb. 1982	3015- 7	$2.50
☐ Dayton, Ohio, Dec. 1981	3010-65	$2.75
☐ Daytona Beach, Fla., Aug. 1982	3015-36	$4.50
☐ Denver—Boulder, Colo., Dec. 1981	3010-67	$3.00
☐ Detroit, Mich., Apr. 1982	3015-15	$4.75
☐ Fresno, Calif., June 1982	3015-38	$3.50
☐ Gainesville, Fla., Sept. 1982	3015-44	$3.25
☐ Gary—Hammond—East Chicago, Ind., Nov. 1981	3010-59	$2.50
☐ Green Bay, Wis., Aug. 1982	3015-33	$3.50
☐ Greensboro—Winston-Salem—High Point, N.C., Aug. 1982	3015-42	$3.75
☐ Greenville—Spartanburg, S.C., June 1982	3015-23	$4.50
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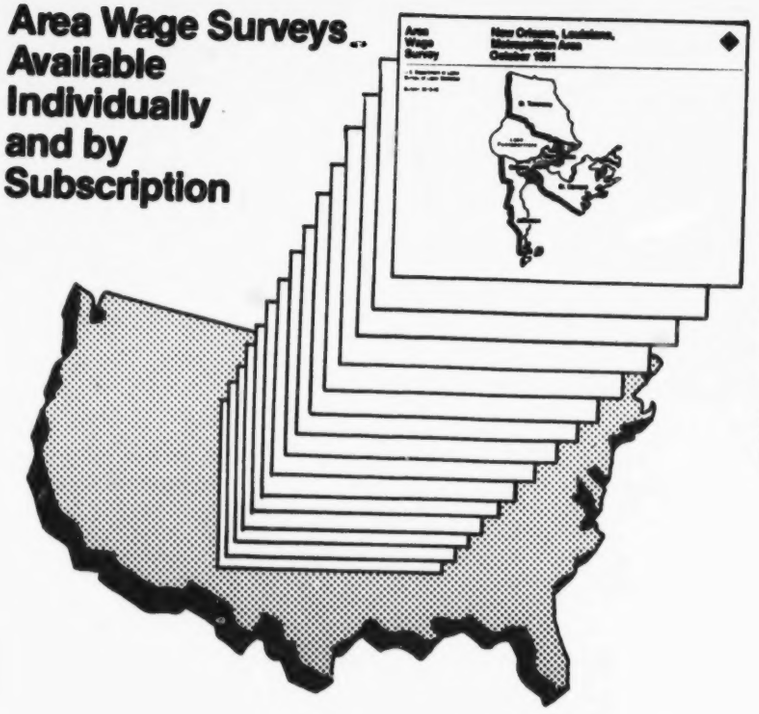

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